

The Impact of Social Responsibility on Improving Human Resource Performance (The Case of Hodna M'sila Company)

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Summary: This study aims to identify the impact of social responsibility on improving the performance of human resources in Algerian economic companies, considering that the human resource is considered the most important element towards which the company must fulfill its social responsibility. A questionnaire was prepared to address the issue of the study, which is the extent of the commitment of the studied company to its social responsibility towards its employees, namely training, industrial security, provision of material conditions and their relationship with worker performance, 90 questionnaires were distributed to the workers of Hodna M'sila Company. 80 questionnaires were returned for analysis, and through the results obtained, it was found that Hodna M'sila Company is working to create appropriate conditions and comfortable conditions for its employees, in order to improve the level of performance, and all these measures remain within the limits and possibilities of the company's financial and human resources.

Keywords: Social Responsibility, Performance, Social Contribution, Responsibility to Workers, Hodna M'sila Company.

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I- Introduction :

Corporate Social Responsibility (CSR) is one of the most prominent modern concepts that have helped create a business environment capable of dealing with the rapid developments in economic, technological and administrative aspects across the world. Organizations are no longer limited to their profitability, nor are they dependent on building their reputation on their financial positions only, as they realized that their role should not be limited to expanding their productive activities and maximizing their profits, but should be directed to activities related to the concerns of their human resource.

The social responsibility of an organization exists in two forms depending on the direction of its programs, it may be directed towards the community and is called external responsibility, or towards its workers and is called internal responsibility, the latter being related to the people and resources that are used and linked to the performance achieved within the organization, and any activity that would contribute to the development of workers and improve the quality of life of the worker. Daniel Franklin, a renowned American scientist in the field of social responsibility, says: "Corporate social responsibility is now considered a mainstream trend, after it was a show of doing good in the past. However, few organizations practice it well.

In light of technological development, the Algerian organization is not isolated from the rest of the world's organizations in adopting the modern concept of social responsibility, activating it, and discovering its positive or negative effects on the performance of its employees. Today, more than ever before, they are called upon to improve the performance of the human element by practicing and adhering to it, in order to ensure their continuity and competitiveness.

- Problem of the study:

Does Hodna Msila company's to social responsibility affect the optimisation of HR performance ?

To answer the main question, we propose the following hypothesis:

- Hypothesis of the study:

Hodna Msila company's commitment to social responsibility affects the optimization of human resource performance.

In view of this, and in an attempt to find out the extent to which the Algerian organization realizes the implications of the concept of social responsibility towards employees and then works to adhere to it, we will address this through the following axes:

I.1. Social Responsibility (Historical Roots and Dimensions)

I.1.1. The historical roots of social responsibility:

Social responsibility by its nature is not static, but rather dynamic, realistic and constantly evolving, in order to adapt quickly according to its interests, and according to economic, political, social and ecological variables. However, it is difficult to determine the exact stages of the development of the concept of corporate social responsibility, due to the overlap of events and their mutual influences, but those who follow these events can observe important changes and qualitative additions that led to the enrichment of this concept, and it should be noted here that the development is mainly due to the social contract theory (Mohammed, 1996) [1], where social responsibility was seen as a contract between the organization and society, and the field of social performance is determined by defining the responsibilities of the social contract (the responsibilities that the organization commits to for the benefit of society) and the most important stages of development are the following: (Al-Ghali & Saleh Mahdi Mohsen Al-Amiri, 2015) [2]

I.1.1.1 Industrial revolution:

This stage is characterized by the irrational exploitation of workers and human resources, as children and women were employed for long hours, harsh working conditions, and low wages. We can conclude from this situation that the owners are the primary beneficiaries, and there is no concern for workers, society and environmental awareness, due to the fact that the revolution was in its infancy and the abundance of water, vast areas and unexploited natural resources did not attract the attention of society.

Motivated by increasing the efficiency of resource utilization, especially the labor force, the research at this stage was directed at how to improve the productivity of workers, and this was

through studying the time and method of accomplishing the best work, focusing on motivating workers by material means, by improving the wages paid to workers in return for the great effort they exert to give great production.

It can be said that at this stage there is a slight awareness of social responsibility that is embodied in the improvement of wages.

I.1.1.2 The stage of organizational agglomeration:

This stage is characterized by the specialization of the worker in a part of the work and does not need long training to master it, and the extensive depletion of natural resources due to the large size of the organizations, which means that the social responsibility of the organization is not taken into account.

I.1.1.3 The influence of socialist ideas:

The important development in this stage is that the ideas of socialism are a challenge to private enterprises to take responsibility for other parties in addition to the owners, as these ideas are one of the milestones that pushed enterprises in the West to adopt many elements of responsibility, as the most prominent demands of workers were related to working conditions, retirement, social security, work injuries, and job stability.

I.1.1.4 The Great Depression and Keynesianism:

The occurrence of the global depression and the collapse of industrial enterprises and the layoff of thousands of workers, led to many unrest, which required state intervention to protect the interests of workers and find alternative job opportunities for them, where the famous "Keynesian" theory appeared, which calls for state intervention, with a reasonable limit, to restore economic balance, mainly due to the neglect of the management of economic institutions, especially industrial ones, of some of their responsibilities towards multiple parties of beneficiaries, which put them in conflict with their interests, as their goal was to market the largest amount of products without taking into account the consumer and his multiple interests.

All of the above, in addition to the influence of socialist ideas that began to spread, led to the building of the ground for the first trends to institutionalize the ideas and define the elements of social responsibility.

I.1.1.5 The post-World War II era and industrial expansion:

In this phase, the role of unions and lobbying for better working conditions, laws that protect workers and promote their participation in the board of directors, and the socialist system were also strengthened in this phase.

These events had a significant impact on organizations, as minimum wages were set, workers were involved in management, social and health insurance systems, laws dealing with work accidents, and the emergence of consumer protection associations, especially in Western countries. This explains a qualitative shift in the adoption of social responsibility by organizations and not just a theoretical proposition.

I.1.1.6 The lobbying stage:

The protests in the previous stage were embodied in the emergence of pressure groups, as they have recently become a force to be reckoned with in terms of their influence on the decisions of institutions, as pressure groups represent a wide segment of beneficiaries, such as consumer protection associations, environmental protection associations, Greenpeace associations ... etc. The influence of these groups is to impose their options to be taken into account by institutions directly, or in the form of pressure on governments reflected on institutions indirectly. Social responsibility at this stage has become more embodied, as clear criteria and quantitative measurement indicators have been developed, required by many international organizations, especially those related to sustainable development.

I.1.1.7 The stage of the knowledge economy and the era of globalization:

This stage is characterized by the changing nature of the economy and the emergence of phenomena such as globalization, privatization, the growth of the services sector, the boom in information technology and the spread of information networks, as the information industry and the Internet generated new values, new crimes and types of violations and abuses that are related to the digital nature of the new economy.

All this led economic institutions to develop their social initiatives, especially since the collapse of some giant institutions in the American economy, such as Enron, as a result of their lack of commitment to social responsibility in terms of disclosing their financial position and real assets and inflating them in order to maximize the value of the stock incorrectly. This caused damage to owners, employees, and consumers alike.

From all of the above, we conclude that social responsibility is of utmost importance in playing sociological roles, especially at the internal level of the organization, where it enjoys the satisfaction of workers and trade unions, and does not face issues of resistance to change. In addition to the external role that is not hidden to anyone, in the fact that the organization is active in a changing environment, it influences and is affected by the various elements of policies and strategies, even in serving the community. (Rashi, 2013) [3]

Perhaps the most important aspects of this responsibility are the various charitable projects adopted by the Foundation, such as building hospitals, schools, orphanages, and homes for orphans and the disabled, or through its sponsorship of various cultural, social or sporting events. In addition to the various projects undertaken by the Foundation to protect the environment and minimize the dangers of pollution. This is widely accepted by the public.

I.1.2. Dimensions of social responsibility:

Social responsibility can be studied through four specific dimensions : (Quairel, 2007) [4]

I.1.2.1 The economic dimension:

It is based on the principles of competition and technological development, as it includes a wide range of elements of social responsibility, which must be taken within the framework of respecting the rules of fair and free competition, taking full advantage of technological development, and in a manner that does not harm society and the environment. Economic responsibility represents a basis that must be considered by organizations, as producing goods and services of value to society at reasonable cost and good quality, and within the framework of this responsibility the organization achieves sufficient benefits and profits to offset the various contributions of capital owners, workers and others.

I.1.2.2 The legal dimension:

This dimension is based on the principles of protection, occupational safety, justice and consumer protection laws, and contains a wide range of elements that are supposed to be respected by organizations, in a way that enhances and contributes to improving the relationship with consumers and workers of different genders, races and religions, as well as with harming the environment through the arbitrary use of resources or pollution of air, water and soil.

Researchers believe that these two responsibilities are very necessary and form the basis for the emergence of greater social roles later on by the management of organizations, as it makes no sense for an organization to adopt a social role when it violates legal aspects and cannot provide necessary goods and services to the community.

I.1.2.3 The ethical dimension:

It is based on ethical principles and standards, as well as social norms and values, so the management of organizations should understand the values, behavioral aspects and beliefs of the societies in which they operate, as these aspects are not yet framed by binding laws, but respecting them is necessary to increase the reputation of the organization in society and its acceptance, so the organization must be committed to doing what is right, fair and impartial.

I.1.2.4 The philanthropic dimension:

It is related to the principle of improving the quality of life in general, and the elements related to public taste and the quality of what the individual enjoys in terms of food, clothing, transportation and other aspects.

These are voluntary initiatives that are not binding on the organization, and are initiated on a humanitarian and voluntary basis, by training programs that are not directly related to work, for the general community or for special groups, such as the elderly, youth, etc. These programs are not directly related to increasing profits, market share, etc.

These four dimensions are in the system of priorities for institutions, as the institution is obligated to achieve profits and economic benefits, as well as to continue to operate, it must respect

laws and distance itself from legal liabilities, otherwise it is guilty of violating these laws, in addition to the need for the institution to assume ethical and charitable responsibilities, representing its social role and enhancing its image in front of society.

I.2. Social responsibility assessment indicators and criteria for measuring an organization's social contribution to employees: (Quairel, Lanoizelée :la responsabilité d'entreprise , 2007) [5]

I.2.1. Social responsibility evaluation indicators :

There are four key indicators by which social responsibility is assessed :

I.2.1.1. The social performance index of the organization :

It includes all performance costs other than the basic wage provided by the organization to its employees, regardless of their organizational positions or the type and nature of their work. The organization is committed to providing all necessary factors to create and deepen the state of loyalty and belonging of employees, such as taking care of their health condition, training, improving their cultural status, taking care of their future when their service period ends, and so on.

I.2.1.2. Social performance indicator for environmental protection :

It includes all the social performance costs sacrificed to protect the members of the surrounding community within which the organization operates. It strives to minimize the damage to the surrounding environment caused by its industrial activities, including the costs of protecting air pollution, the marine environment, crops and natural grasses, water pollution, etc.

I.2.1.3. Community Social Performance Indicator :

It includes all performance costs aimed at the organization's contributions to community service, including donations and contributions to educational, cultural, sports, and charitable institutions, followed by the costs of contributions to education and social training programs, and social awareness projects.

I.2.1.4. Social performance indicator for product development :

It includes all performance costs that focus on serving consumers, including production quality control costs, research and development costs, after-sales guarantees, training and development of employees, and other services that achieve satisfaction with the benefits derived from the products and services provided to consumers.

I. 2.2. Criteria for measuring an organization's social contribution to employees :

I. 2.2.1. The criterion for measuring the cash income of an organization's employees :

It includes the salaries, wages, bonuses, and cash incentives earned by the organization's employees during a certain period of time.

Average cash income per worker = [salaries and wages + bonuses and cash incentives] / number of employees.

I.2.2.2. Measures the organization's contribution to solving some of the social issues of its employees :(Al-Fayoumi, 1984) [6]

This contribution consists of the organization's assumption of the burden of providing housing, transportation, social insurance, health care, sports, recreational and cultural trips.

Worker-related = [Number of workers benefiting from the organization's contribution to solving social issues] / Number of workers in the organization.

I.2.2.3. The criterion for measuring the organization's contribution to raising the level of skill and competence of its employees :

This criterion shows what the organization spends on educating, training and educating its workers in order to raise and develop their scientific and technical level.

The worker's share rate = [the cost of the organization's contribution to training and development costs] / the total value of salaries and wages paid to workers.

I.2.2.4. Standard for measuring an organization's contribution to providing industrial security for its workers :

Measurement index = [number of accidents per year] / number of actual working hours per year.

I.2.2.5. The criterion for measuring the stability of an organization's work situation :

Turnover rate = [number of employees leaving per year] /total number of employees.

I.2.2.6. The standard for a worker's share of an organization's annual profit distributions :

Average worker's share of profits = [value of annual profits distributed to workers] /number of workers.

I. 3. Social responsibility and its relationship to performance:

I. 3.1. Performance (what it is, components, benefits) :

I.3.1.1. The concept of performance :

Performance represents an important element in the professional organization as it is the engine of it, as well as the measure that is used to judge the effectiveness of individuals in organizations. Performance in the organization, whether in theory or in practice, has attracted many studies and research aimed at refining its concept, and despite all this, researchers were unable to give a unified and comprehensive concept for this term, and some terms are often used instead of each other to refer to the same concept (performance, effectiveness, efficiency). Here are some definitions of performance (**Quairel, Lanoizelée :la responsabilité d'entreprise , 2007**) : [7]

✓ Performance is a collection of factors, some of which are complementary and some of which are contradictory, and this contradiction appears, for example, when officials seek to achieve the goal of reducing costs while at the same time seeking to achieve the goal of improving product quality and maintaining high individual morale.

✓ Performance means the extent to which workers contribute to the accomplishment of the work assigned to them and the amount of improvement in their method of accomplishing the work.

✓ Performance is the performance of the various activities and tasks that make up a worker's job.

From the above definitions, it is clear that there are two basic requirements for performance:

- Individual work must be of a type that can be measured, or whose outputs can be recorded in certain periods of time.

- Individual performance must be of an independent type, i.e. it can be isolated and calculated from the performance of other individuals.

I.3.1.2 Performance components :

The components of performance are the activities and tasks contained in the work, and the links between these activities and tasks, and these components can be identified according to the following criteria :

- The detailed or partial objectives of the work.
- The different stages that make up the performance.
- The degree of homogeneity of the work environment or the objects on which the performance is focused.

I.3.1.3 The benefits of performance appraisal :

The performance appraisal process to determine the extent of an individual's competence is one of the indispensable personnel management policies, given the benefits that come from applying it on a sound basis and being as objective as possible, and the following is a presentation of the most important benefits that management can obtain :(**Majahdi, 2009**) [8]

✓ **Boost employee morale** : Workers need to feel that their effort and energy in performing their jobs is recognized and appreciated by management.

✓ **Making workers feel accountable** : When an individual feels that his activity and performance at work is evaluated by his subordinates and that the results of this evaluation result in important decisions that affect his future at work.

✓ **A way to ensure fair treatment** : When an individual receives the promotion, raise, or bonus he or she deserves on the basis of his or her effort and competence at work.

✓ **Evaluate testing and training policies** : The performance appraisal process is a judgment of the soundness and success of the methods used to select and train workers.

✓ **Continuous monitoring and supervision** : Reaching objective results through performance appraisal requires a specialized method of evaluation.

I.3.2 Social responsibility within the organization and its relationship with worker performance:

I.3.2.1 Social responsibility within the organization (training) and its relationship to worker performance:

Human causes seem to be more influential and likely in the existence of performance gaps, where individuals' interests and desires diverge from the required work or the components of their abilities and skills differ in the required levels, and include a range of material causes of the performance gap and all the tools, equipment, materials and other things that the worker uses, and what he may consider as shortages or defects in the operation.

The main advantage of performance diagnostics is to confirm an important fact about the role of training in improving performance is the knowledge of the individual, but the cause of the performance gap may be physical, organizational, technical, or even human, related to tendencies and motivations, all of which can only be addressed by training.

Performance development is the ultimate goal sought by performance management systems, as it deals with the phenomenon of deficiencies revealed by the processes of diagnosing, analyzing and evaluating performance in comparison with performance goals and plans, so the goal of development is to achieve parity and symmetry between the actual performance levels and the levels targeted in the performance plan. (Maher, 2009) [9]

I.3.2.2 Social responsibility within the organization (training) and its relationship to worker performance:

The provision of industrial security in the organization is primarily aimed at preventing the occurrence of expected risks that would affect the elements of production, primarily the human element, which is considered the main axis of the industrial process. Therefore, the institution must, since the beginning of thinking about its establishment, carry out a prior study of all expected risks that may arise in the various stages of the production process with continuous follow-up of the developments, provide all security means, and work to educate its workers on how to use them, and ensure and emphasize the necessity of using them during work practice, in order to preserve its personnel and stability and avoid unnecessary costs. Thus increasing the degree of worker performance.

I.3.2.3 Social responsibility within the organization (physiological conditions) and its relationship to worker performance:

It is the environment within the organization, the type of relationships prevailing at work, the procedures, systems and laws governing work, as well as the set of questions between employees themselves on the one hand, and between them and management on the other hand.

Work conditions can be categorized as internal or subjective conditions included in the content of the work and external conditions, sometimes called the work environment. Such as (noise, lighting, ventilation, fatigue, heat, cold, humidity...).

These conditions have an impact on the performance of the organization in general, which results from their impact on the performance of the workforce, so management should not overlook them and work to study their effects on work in an in-depth scientific study, and then look for mechanisms that limit or minimize them.

II- Methods and Materials:

II.1. Study methodology: Before determining the methodology of the study, various previous studies that intersected with the topic in one or both of its variables were utilized.

To address the studied topic, the descriptive method was used because it is the method that suits the nature of the topic addressed in the field, which is based on data and information in descriptive studies, by collecting various data related to the topic and analyzing them to draw conclusions that help in the decision-making process about accepting or not accepting the hypotheses.

II.2. Data Collection Sources: The questionnaire is a key tool in collecting data prepared in light of previous studies and the theoretical aspect as it is suitable for research that uses the descriptive and analytical method, through which data about the opinions and attitudes of the sample members are collected, categorized, tabulated, and processed.

II.3. Study period: Spatial Boundaries The study was limited to the opinions of a group of workers and employees of the Hodna Foundation, while the temporal boundaries were March 2024, April 2024.

II.4. Study population and sample:

The study population consists of employees and workers at Al-Hadna Foundation in Al-Messila, where a random sample was selected from this population consisting of (90) individuals, where the questionnaire was distributed (paper) and (80) questionnaires were retrieved with a retrieval rate of (88.88%).

The suitability of the study organization for the research topic was based on the following considerations:

- The organization trains its workers and has a training department.
- The organization relies on machinery in its production processes in its various workshops, which has the advantage of creating physiological working conditions.
- The organization falls under the type of industrial enterprises, which necessitates the provision of industrial security.
- The presence of a human resource with a high level of education and a great seniority of more than twenty years, which indicates that they are familiar with the various modern concepts in the field of business management, as well as keeping up with the transformations that the organization has gone through, whether voluntary or imposed.

II.5. Problems and sub-hypotheses:

The purpose of this study can be achieved by answering the following sub-questions:

- Is there a statistically significant relationship between commitment to social responsibility (adaptation) and performance.
- Is there a statistically significant relationship between commitment to social responsibility (creating favorable material conditions for work) and performance.
- Is there a statistically significant relationship between commitment to social responsibility (providing industrial security) and performance.

To answer the sub-questions, the following hypotheses were put forward:

- ✓ There is a statistically significant relationship between commitment to social responsibility (creating favorable material conditions for work) and performance.
- ✓ There is a statistically significant relationship between commitment to social responsibility (creating favorable material conditions for work) and performance.
- ✓ There is a statistically significant relationship between commitment to social responsibility (providing industrial security) and performance.

III- Results and discussion:

The suitability of the study organization) Algerian Industrial and Technical Textiles Company -HODNA MSILA) for the research topic was based on the following considerations:

- The organization trains its workers and has a training department.
- The organization relies on machinery in its production processes in its various workshops, which has the advantage of creating physiological working conditions.
- The organization falls under the type of industrial enterprises, which necessitates the provision of industrial security.
- The presence of a human resource with a high level of education and seniority of more than twenty years, which indicates that they are familiar with various modern concepts in the field of business management, as well as keeping abreast of the transformations experienced by the organization, whether voluntary or imposed.

The questionnaire was divided into three axes:

Table (1): Distribution of respondents according to whether there are favorable working conditions within the organization.

	Repetition	Ratio
Yes	35	43.75%
No	45	56.25%
Total	80	100%

The source :Based on the survey questionnaire answers

From the above table, we can see that 56.25% of the target sample answered no, meaning that most of the appropriate working conditions are not available within the organization, while 43.75% stated that some conditions are available within the organization.

Table (2) : Distribution of respondents according to whether the availability of working conditions improves performance

	Repetition	Ratio
Yes	80	100%
No	0	0%
Total	80	100%

The source :Based on the survey questionnaire answers

We can see from the above table that the general trend is that 100% of the respondents indicate that the availability of working conditions improves their performance. This statistic can be interpreted in two ways: The majority of the respondents improved their performance level during the training process, and this indicates, through our field observations, that the organization's leaders are interested in training workers through varying periods and relying on auxiliary means, to activate work control. The second aspect: we find that some of the respondents, despite receiving training, their level of performance did not improve, which may be due to the workers' lack of readiness or readiness for training, or their low level of education prevents them from being able to do so, and may be due to the lack of consideration of their training needs, which were based on the organization's desire and not their own.

Table (3) : The relationship of formative needs to performance improvement.

	always	Ratio	sometimes	Ratio	Never	Ratio	Total	Ratio
Effectiveness of training	5	29.41 %	12	70.58 %	0	0%	17	100%
Skill development	6	13.33%	24	53.33%	15	33.34%	45	100%
Desire for promotion	0	00%	9	50%	9	50%	18	100%
Total	11	13.75.%	45	56.25.%	24	30%	80	100%

The source :Based on the survey questionnaire answers

We notice that 70.58 % of the respondents who answered that the organization takes into account their training needs, which generated a desire to develop their skills, while 50% of the respondents who admitted that the organization does not take into account their training needs, but they want to develop their skills. This is followed by (50%) of the respondents who indicated that the organization does not take into account their training needs and would like to be promoted. The percentage is zero for the respondents who stated that the organization always takes into account their training needs because they want to be promoted, and (29.41 %) of the study sample said that the organization takes into account their training needs, and as a result of the effectiveness of the training, their performance level improved.

Table (4) : The relationship of formative needs to performance improvement.

Stability at work	Worker's desire	Ratio	The desire of the organization	Ratio	Total	Ratio
Improved performance						
Yes	54	90 %	6	10 %	60	100%
No	6	25%	14	75%	20	100%
Total	60	75%	20	25%	80	100%

The source :Based on the survey questionnaire answers

In light of this data, it can be attributed to a very important indicator, which is that the organization is committed to its social responsibility, taking into account the concerns and training needs of its workers, which had a positive impact on their performance. They wanted to develop their capabilities, which resulted in a desire to improve performance and efficiency.

We can see from the table that (90 %) of the respondents who indicated that the working conditions are suitable in the organization, which led the workers to settle in it, in contrast to (25%) of the respondents who indicated that the working conditions within the organization are not suitable, but they are stable in their work, and (75%) of the research community who stated that the working conditions within the organization are not suitable, which led them to not settle in the organization, followed by (10 %) of the study sample that the working conditions are suitable, but they are not stable in their work.

These statistics can be interpreted sociologically through the fact that the organization is interested in improving and creating suitable working conditions for its workers. As part of its commitment to its responsibilities and finding factors to stabilize workers in their workplaces, while other workers answered that the working conditions are not suitable, which negatively affected their stability in the workplace.

We conclude from all this that there is a strong relationship between improving the worker's working conditions and the organization's attention to its duties towards the worker and the stability of the worker, and this can be proven in the following table. Some also indicated that the working conditions are not suitable, but they are stable in their work, and this is due to the workers' urgent need to work in order to meet the requirements of life, justifying their opinion in this regard by the dominant issue of unemployment in social life.

Table (5) : Distribution of respondents according to whether ventilation affects stability at work.

Ventilation	Stability at work	fit	Ratio	kind of	Ratio	Inconvenient	Ratio	Total	Ratio
	Yes	3	8.83 %	17	44.73 %	8	100 %	28	35%
	No	31	91.17%	21	55.27 %	0	0%	52	65%
	Total	34	100%	38	100%	8	100%	80	100%

The source :Based on the survey questionnaire answers

We notice from the above table that the majority of the respondents (91.17%) indicated that the ventilation inside the workshop is inadequate, which led them to be unstable in the workplace, and it is matched by (8.83 %) of those who indicated that the ventilation inside the workshop is adequate, which led them to be unstable in the workplace.

We can interpret these results to - considered an answer to the prediction of the previous table - that the study organization is failing to fulfill its responsibility to improve the physiological conditions of work in some workshops, especially ventilation, and we found it through our field observation, so that some workshops and due to the relationship of workers to the machine, especially the weaving and spinning sections. Also, some departments indicated that ventilation is appropriate and suitable for work, which was a positive factor in stabilizing work, while others revealed that ventilation has no effect on their stability in their work, because their job task is not related to the machine and is characterized by lightness, meaning departments whose workers' tasks and duties are not related to the machine.

Table (6) Distribution of respondents according to whether there is a relationship between heat and absenteeism

Heat	Stability at work	fit	Ratio	kind of	Ratio	Inconvenient	Ratio	Total	Ratio
	Yes	7	20 %	17	44.73 %	3	42.85 %	27	35%
	No	28	80%	21	55.27 %	4	57.14%	53	65%
	Total	35	100%	38	100%	7	10%	80	100%

The source :Based on the survey questionnaire answers

From the above table, we can see that the general trend is that 80% of the respondents (20 %) of the respondents admitted to the presence of heat inside the workshops, while 29.2% stated that there is no heat inside the workshops.

From the partial statistics, (65%) of the respondents who admitted that the temperature inside the workshops was suitable, but at the same time they confirmed their absence from work, while (35%) admitted that the temperature was suitable but they were not absent from work. This is followed by (80%) of the research sample who confirmed the inadequacy of the temperature inside the workshop while confirming absence, and (65%) of the respondents confirmed but did not absent themselves.

Table (7) Distribution of respondents according to the effect of noise on absenteeism.

Absenteeism Noise	Yes		No		Total	Ratio
	Yes	Ratio	No	Ratio		
Yes	37	80.43%	23	67.64 %	60	85%
No	09	19.57%	11	32.36%	20	15%
Total	46	100%	34	100%	80	100%

The source :Based on the survey questionnaire answers

These results can be analyzed and interpreted that there is no correlation between temperature and absence, because the majority of the respondents' personal circumstances were the justification for their absence, and the presence of heat indicated by the respondents is due to the nature of the work resulting from the work of machines and lamps, in addition to the nature of the geographical location of the institution.

From the above table, we can see that 80.43% of the respondents reported the presence of noise and were absent from work, while 85% confirmed the presence of noise and were not absent, while (15%) admitted the absence of noise but were not absent from work, and (19.57%) admitted the absence of noise but were absent from work.

Table (8) The distribution of respondents according to whether the availability of prevention improves performance..

Improved performance Means of prevention	Yes		No		Total	Ratio
	Yes	Ratio	No	Ratio		
Yes	46	74.19%	12	75%	58	72.5%
No	16	25.81%	6	25%	22	27.5%
Total	62	100%	18	100%	80	100%

The source :Based on the survey questionnaire answers

This exception regarding the presence of noise can be explained for a number of reasons, including the age of the machines used, which date back to the beginning of the institution's activity and undergo many maintenance operations, in addition to the nature of the work itself, which imposes the presence of this high level of noise, to which the workers are accustomed, and this is what we saw through our field observations and interviews with the workers and some of them. In addition, the nature of the work itself requires the presence of this high level of noise, which is something that workers have become accustomed to, as we have seen through our field observations and interviews with workers and some administrators, as it has become part of their work, despite the organization's commitment to provide the necessary means of protection (ear protectors), in contrast to the indifference of some workers in some workshops and their failure to use them, and the limited material resources of the institution prevent the modernization and renewal of old machines with modern advanced machines.

The above table indicates that the general trend of the respondents estimated at (70%) who have improved their performance level, on the other hand, (27.5%) of the study sample represented those who have not improved their performance level.

Turning to the chest boxes, we find that (74.19%) of those who acknowledged that the organization provides the necessary means of protection for work have improved their performance level, while (25.81%) of the sample members acknowledged that the organization provides the means of protection and their performance has not improved.

In addition, (72.5%) of the respondents who stated that the organization did not provide the necessary means of protection for work improved their level of performance, while (27.5%) of the respondents who stated that the organization did not provide the necessary means of protection for work did not improve their level of performance.

These statistics can be analyzed from a sociological point of view, the extent to which the organization seeks the necessary means of protection for work out of its commitment to its responsibilities towards its workers, in order to maintain their security and safety, which was

clearly evident in improving their level of performance by avoiding work accidents to avoid excessive costs borne by the organization, as well as the awareness aspect that the organization periodically conducts about the risks of work and the need to use the necessary means, which the workers took very carefully through their permanent use. While others in the study sample denied the existence of protective means, yet their performance level improved, due to the effectiveness of their training inside or outside the organization, their awareness and caution during the performance of tasks and duties, or because workers in some workshops do not need protective means because their work is not related to machinery. On the other hand, the rest of the study sample admitted that there are no protective devices and that their performance has not improved, due to their low level of education or the simplicity of the tasks assigned to them.

III- Conclusion:

Through this research paper, it was found that adopting the concept of social responsibility offers many benefits - in addition to the above - that reflect the most important criteria and indicators that embody the achievement of leadership and support the competitiveness of business organizations in the context of the pressures they face and the requirements of the developments of the business environment at the present time, which enhances and guarantees their survival and continuity.

-As for the commitment of Msila hodna Company to its social responsibility of providing physiological conditions and its relationship with workers' performance, the results showed that the company works to create appropriate conditions and a comfortable atmosphere for workers by providing appropriate lighting, ventilation and humidity, which has a positive relationship with workers' performance.

- The analytical results also indicate that Msila hodna Company provides prevention as a year-round strategy. On this basis, we argue that commitment to social responsibility (industrial safety) has a positive relationship with worker performance.

- There is a relationship between commitment to social responsibility towards workers and their performance, so we advise the company to study this topic in depth.

- Work to activate and legalize the concept of social responsibility towards workers in any Algerian Economic Company.

-We advise Algerian economic institutions that investing in the human resources sector is a real investment that reaps rewards in the short and long term.

-We also recommend that Algerian companies pay more attention to other social responsibility activities such as participating in a private insurance system in partnership with employees to provide health care and treatment in hospitals and doctors, and providing medical drugs for employees and their families.

- We also recommend that Algerian companies pay more attention to other social responsibility activities such as distributing a share of the company's annual profits to employees in order to increase the level of employee loyalty and loyalty to the company.

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