

THE SOCIO-PROFESSIONAL REINSERTION FROM THE PERSPECTIVE OF SOCIAL ASSISTANCE AREA

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Abstract

Socio-profitent mix is the way toward acclimatizing an individual in the expert climate, adjusting it to the work and conduct necessities of the group in which he works, the reasonableness of his/her character to that of the gathering. The exploration has begun from the suspicion that getting a working environment and line of work fulfillment is an element of the abilities and skills of the social specialist's expert guiding. It had been examined a gathering of 30 employment searchers with various types of incapacity. The subjects were brought into a lifelong advising program, guiding that was did with the social specialists of the organization. The outcomes show that the inclusion of the social-partner by directing was valuable for getting a new line of work quicker and as per the capacities of the subjects.

Keywords: *people with hadicap, counseling, job, professional integration.*

Theoretical basis

The capability of youngsters in the foundations should be finished considering the patterns in the development of the work market and the communicated aptitudes and wants of those concerned. The burden of a youngster's calling from the outside can draw in disappointments and expert fatigue at work, inability to adjust to the occupation prerequisites. Then again, the aptitudes of those worried to some calling are an essential prerequisite in guaranteeing proficient achievement and forming a profession (Axelson, 1985).

For young people qualified in areas that are not topical in the job market, continuing education and training programs play an important role. For this purpose, it is necessary to establish contacts and partnerships with the accredited NGOs in this field and the County Agencies for Occupation and Vocational Training.

Professional insertion and adaptation

Working with AJOFM to include young graduates in their re-insertion programs, hiring through the agency also involves empowering employers with respect to the rights of young people in employment.

Socio-proficient mix is the cycle of digestion of an individual into the expert climate, adjusting it to the work and conduct necessities of the group in which it works, the appropriateness of its character to that of the gathering. For brisk and viable reconciliation, the new worker must get both data on the topic, association, occupation in the financial setting, offices offered to staff, just as data on the involved post and development from which he/she is doing part, assignments, segments, obligations, working condition, results assessment models, anticipated conduct, individual to team up, and so on In this regard, it will be requested to utilize a welcome flyer containing all valuable data just as to assign a coach to help the new representative both in his work and in the relationship with associates and bosses (Botnariuc, 2001).

A professional integration program aims at assimilating a person in the professional environment and adapting it to the requirements of the group he / she is part of. The wide variety of jobs and employees' attributions make it impossible to establish strict rules on professional integration. However, when drawing up a program in this area it must be taken into account that the motivations, requirements and behavior of potential employees are constantly changing.

Proficient coordination is a post-business stage. During the reconciliation time frame, new representatives get data about their work, associates, heads, subordinates, and associations by and large. Proficient reconciliation has mental, social, hierarchical and academic ramifications. It focuses on various goals, of which the most significant is to help new applicants in acquainting themselves with new working conditions, encouraging the convenience of the new worker with the working gathering and making a climate of security, secrecy and association. Secrecy and association issues can emerge in an emotional joining program. Accordingly, the new worker will increase fearlessness (Popa, Sava, 2007).

As far as the responsibility for the professional integration is concerned, it will be shared between the manager (senior hierarchical superior), the supervisor and the staff department. In addition to presenting the new job, the employee explains that integration will be easier if he / she respects certain principles in relations with others.

Integration programs aim at acquiring new employees the information they need in order to gain confidence in their ability to adapt quickly to job requirements. The main requirements of such a program are as follows:

- provide all necessary information;
- to identify the main loopholes of the new employees and to provide the means for their quick removal
- to give priority to the quality of work and responsibilities

- to insist on the principles that allow for a favorable working environment (Porlier, 2001).

The ultimate goal of integration is to create a sense of belonging to the firm and then to identify with the company and its mission.

Nirje states that "integration means allowing you to be able to be yourself among others" (Albu, and Albu, 2000). In other words, integration refers to the relationship established between an individual and society and can be considered in several levels, from simple to complex. Thus, we can speak of:

Physical integration

- allows individuals with special needs to meet the basic needs of their existence, ie providing a residential space in residential areas, organizing classes and groups in regular schools, professionalisation in various fields, jobs (in a protected system) etc

Functional integration

- the possibility of access of persons with special needs to the use of all facilities and services offered by the social environment / community to ensure a minimum of comfort (eg using public transport, street access facilities or in various public institutions etc.)) (Albu, A., Albu, C., 2000);

Social integration

- refers to all social relationships established between people with special needs and other members of the community (neighbors, colleagues, street people, civil servants, etc.). These relationships are influenced by attitudes of respect and esteem, and by the mix of interaction between normal people and those with special needs;

Personal integration

-This is related to the development of interaction relationships with significant people at different times of life. Here are various categories of relationships, depending on the age of the subject-for a child relationships with parents, relatives, friends; for an adult relationships with husband / wife, friends, children, relatives, etc. In other words, effective integration implies certain conditions, namely, for a child the existence of close relations with the family, and for an adult, ensuring a dignified existence, with various relationships within the social groups in the community (Jigău, 2001);

Integration into society

- refers to ensuring equal rights and respecting the self-determination of the person with special requirements;

Organizational integration

- refers to the organizational structures supporting integration. Public services need to be organized in such a way as to meet the needs of all individuals in society (Gherguț, 2006)

The classic concepts of counseling and guidance that emerged at the beginning of the 20th century were based on the principle of "maximum yield with minimal effort" (Tomsa, 1999). The "right man in the right place" is sought, through the diagnosis (testing of the individual's abilities) and his orientation towards the appropriate skills profile. The prognosis of success in a job was carried out by an expert adviser and was based on the results of questionnaires and psychological tests.

Current vocation directing ideas, created in the mid 1960s, change the viewpoint of profession advising. In this manner, the cycle is viewed as a genuine training for vocation decision and starts at the most punctual age. It is underlined that all through the lifetime the individual is faced with numerous parts of

profession decision. In youth, through play, the principal approaches to rehearse the aptitudes of various callings show up. There is an immediate relationship with solid people in the youngster's prompt universe and exact contact with various expert jobs: the instructor and the educator, the specialist, and so on (Kaamenui et al., 2008). Current ideas on vocation advising stress that picking and forming professions is accordingly a cycle that proceeds after school years. The grown-up might be powerless against social or monetary real factors and, thusly, needs direction, data and backing. The cycle of grown-up profession guiding shows up as a social and individual need, requiring pros with explicit information and working techniques.

In advising adult careers, the methods used will help to clarify the professional path and the active integration of the individual into the labor market. Depending on the age and psychological characteristics of the target group they are working, the methods of self-knowledge and the development of communication / communication skills will be combined with the information and knowledge of labor market opportunities, to widen the field of alternatives based on to which the individual can make a decision.

Depending on the standardization criterion, Gibson and Mitchel (1981) share the methods and techniques used in career counseling in:

- Non-standardized: observation, autobiography, questionnaire, interview, sociometric techniques;
- standardized: psychological tests.

The incorporation techniques utilized change contingent upon the reason for the commitment. In this way an individual can be employed for an execution post or for his/her capability of information and experience or scholarly characteristics, inventiveness, abilities, dynamism in a place of authority. In the primary case, it is conceivable to utilize direct coordination techniques and direct direction, and in the second the disclosure of the association and the task of a mission (Porlier, 2001).

Direct integration into the post.

This entails the direct taking over of the duties and responsibilities of the post from the first day. The method gives the new employee a sense of security and trust, but his success depends on the help and guidance he will receive from colleagues and especially from the direct boss.

Direct guidance.

The method consists in guiding the new employee from the first day by a company employee with the same level of training, being part of the same workgroup but in a higher hierarchical position. The facilitator has the task of facilitating the integration of the new employee by providing them with the necessary guidance and clarifications, constantly communicating with them, following their progress and intervening to correct any errors in the actions of the new employee (Neacșu and col.2001).

Discovering the organization.

Assumes the new employee passes in a period of two to three months through all the departments of the organization. During this closed loop, the employee observes and summarizes all the observations and findings he then analyzes with the human resource manager.

Assigning a mission.

It aims to stimulate the initiative of the new employee from the time of the integration plan. The new employee explains how the company is organized: what it produces, on which markets it sells its products. After giving all the necessary explanations, the new employee is entrusted with the task of conducting an own investigation into the various aspects of the organization and operation of the firm. The mission has a serious practical character and is

finalized with a report whose conclusions and recommendations are brought to the attention of the top management (Zlate, 2000).

Theoretically, in the case of execution activities, the psycho-socio-professional integration of new employees ends when they are able to properly fulfill the job-specific tasks they occupy. In the case of management activities, the integration of managers has a different approach to that of a performer. Whether it's about promoting an employee on a management post or hiring a manager outside the organization, new managers need to be given a longer adaptation period, during which they must be guided by a member of the management team, which will facilitate their accommodation with the complex and difficult tasks of managerial work, specific to the managerial position entrusted (Jigău, 2001).

The integration period of an employee lasts from a few months to one year. During this time specialists of the human resources department have to organize meetings with the new employee at intervals of 2-3 months and after one year after enrollment, in order to appreciate the way in which he integrated himself / herself in the activity.

The decisive, positive or negative role in the integration activity is the direct head and the working group. Depending on the attributes of the new employee, personality, intellectual qualities, knowledge and experience, but especially according to the attitude of the direct manager and collaborators, colleagues, it will integrate later or earlier or, in some cases, will bring a new breath.

Hypothesis and objectives

In our research, which is a constational type, we started from the following hypothesis: *we assumed that finding a job and job satisfaction is a function of the skills and competencies of the social worker's professional counseling.*

The formulation of this hypothesis required the establishment of the following research objectives:

- selecting the group of subjects on which to conduct the research;
- building a questionnaire that reflects job satisfaction;
- questioning the question of the skills of the social worker who has done the career counseling;
- the statistical processing of the results and their qualitative interpretation in the context of the theoretical aspects presented in the previous chapters;
- establishing the design of the research.

Lot studied

We studied a group of 30 people looking for a job with various forms of disability. The distribution of our lot according to the forms of disability is presented in Table 1 and Figure 1.

Table 1. Lot distribution by type of disability

Type of disability	Subjects
Physical handicap	9
Somatic Handicap	11
Visual handicap	6
Mental handicap	4

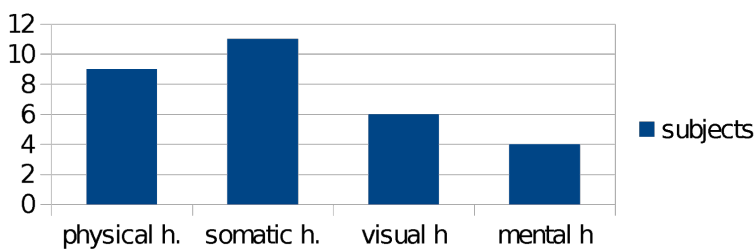


Figure 1. Lot distribution by type of disability

Most of our subjects were with somatic disabilities (11 subjects), followed by those with physical disabilities (9 subjects), visually impaired (6 subjects) and mentally disabled (4 subjects).

Working Methodology

Subjects were chosen from the individuals who submitted to the County Agency for Employment (AJOFM, Arad), however in their choice the choice condition was the presence of a particular sort of inability (see Table 1).

In the wake of choosing them, the subjects were brought into a lifelong advising program, which I did with the social associates of the organization. After the advising and employing of the subjects at a half year, the subjects were looked again and requested to react to a survey we made about work fulfillment, trustworthiness and nature of administration offered by the social laborer.

Results and discussions

A first aspect to be presented is the situation of hiring the subjects that were counseled by us, ie the answers to question 1. In Table 2 and Figure 2 is illustrated the situation of hiring our subjects.

Table 2. Employee status

Employee status	subjects
employed	28
unemployed	2

It can be seen from the table that most of the subjects counseled by us after 6 months were employed - 28 subjects employed by only 2 subjects who had not found a job after 6 months.

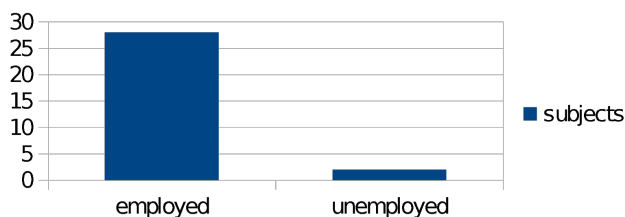


Figure 2. Employee status

The fact that two of the subjects are not yet employed, even after six months of counseling, is evidence at first glance that in these cases the counseling did not give the expected results. But if we look at the situation more deeply, we find that one of the subjects - mentally handicapped - suffered a relapse and was retired second grade for a period of two years, so he did not even try to look for a job. The second case was a subject with somatic disabilities who suffered serious surgery, which made him unable to work for a certain period of time.

Thus, we can say that the failure of the counseling is the cause of not engaging the two subjects, but the problems of physical, somatic or psychological decompensation that led to a temporary incapacity to work.

The responses of the employed subjects ($N = 28$) to the second question - job satisfaction - are illustrated in Table 3 and Figure 3.

Table 3. Satisfaction at work

Degree of satisfaction	subjects
yes	17
no	7
I don't know yet	4

Most of the employees are satisfied with the work they have - 17 subjects. We have a total of 7 subjects who are not happy with the job. Of these, 4 subjects occupy a job under their professional training and in a completely different field

than their initial training (they are college graduates and have not found a job but as bartenders and waiters). The other three subjects are not satisfied with other reasons - one because their salary and the other two do not suit their team.

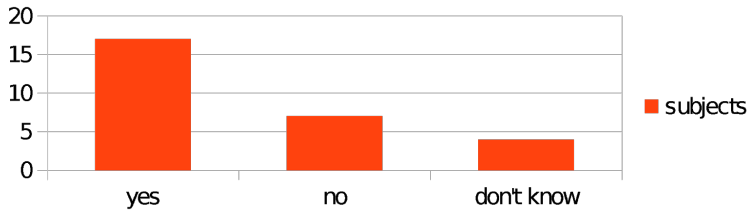


Figure 3. Satisfaction at work

Four of our subjects do not know yet whether they are happy or not at work. These are four subjects who have been engaged for a little while - less than a whole day - and who can not yet say about the degree of contentment because their integration into the collective and the workplace is not yet completed. For question 3, how long did it take to find a job after counseling, the answers are summarized in Table 4 and Figure 4.

Tabel 4. The time elapsed between counseling and employment

Time elapsed	subjects
under a month	19
1-3 months	5
over 3 months	4

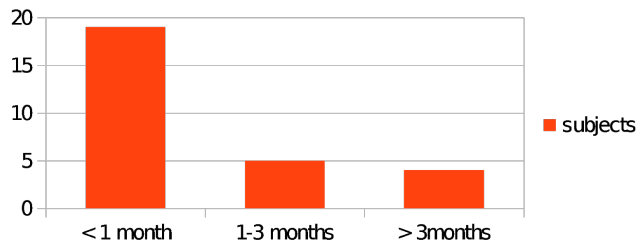


Figure 4. The time elapsed between counseling and employment

Most subjects (19) figure out how to draw in inside one month of advising. It is a positive point for the advocate, showing that his profession directing mode has yielded great outcomes since almost 90% of the subjects secure their position not exactly a month subsequent to advising meetings.

Five subjects (5) got a new line of work in a time period of one month and three months. These were the individuals who, in spite of the fact that they had propositions for employment, didn't submit themselves quickly, hanging tight for something better and more advantageous. Be that as it may, following more than two months, they additionally figured out how to function in something important to live up to their desires.

At last, the last four subjects (4) discovered business simply following 5 months. These are the ones who responded to the past inquiry with I don't have a clue. The long time passed between the end of directing and the getting of a line of work can not be ascribed exclusively to outside elements (diseases or target causes that kept them from searching for a work, yet in addition because of inner elements that worry the character of the subjects concerned).

The stamped disappointment, the powerlessness to settle on a firm choice, the swaying between the favorable circumstances and drawbacks of each occupation have kept these subjects from setting on a work and settling on the essential choice for the work. Likely these subjects will even now require directing later on, yet this time mental advising to defeat the choice troubles.

For the last inquiry in our survey, the part of the social aide, the appropriate responses of our subjects are summed up in Table 5 and Figure 5.

Table 5. The role of social assistance counseling

The role of counseling	subjects
finding a job	28
knowing his own possibilities / capabilities	26
targeting to a suitable domain	24
no role	3

This question was answered again by all 30 subjects I had in the initial batch. In many cases, the subjects even gave two or three answers, so the number of answers, as a whole, is different from the number of subjects.

The number of responses that consider that the role of social worker counseling was that they find a job is 28. They appreciate that without the help of the social assistant, the counselor would still not have been able to find a job and integrate socioprofessional.

An almost equal number of responses (26) consider that the role of counseling was to make them aware of their own possibilities and capacities and therefore to know what they can give and what they can expect from others. Proper self-evaluation is a key factor in employment. When the subject is properly assessed in terms of its potential and capabilities, it knows exactly what it is worth on the labor market and it makes it easier to negotiate a salary or job. Knowing their own value has opened up a wide variety of possibilities that they will be able to use according to the priorities of their time

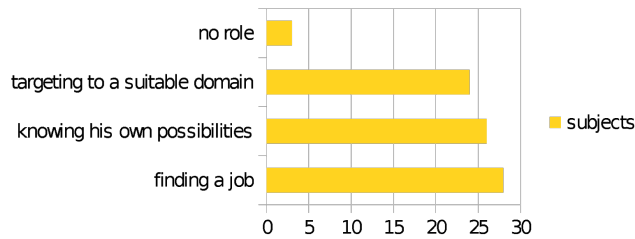


Figure 5. The role of social assistance counseling

An aggregate of 24 answers expresses that the social specialist advisor has guided him towards a field of action that suits them. This reaction is truth be told reciprocal to the past one. Knowing their capacities and abilities is simpler for subjects to pick a field that suits them. Working in a field that suits you is basic to work fulfillment. This is on the grounds that the work itself and its assignments are made of joy and not of commitment, giving certainly a superior return and delivering more prominent individual fulfillment for the work done.

At long last, we have various 3 subjects who guarantee that for them the advising of the social specialist was of no utilization. Of these three subjects, two are the individuals who have entered the class of non-utilized. For them the directing of the aide was pointless since they can not work. In any case, the discussion with them has persuaded us that they will again call the administrations of a social advisor when the time of transitory inadequacy for work closes.

The third subject is the thing that we called the alienated team promoter, who was not happy with compensation or conditions, and who might want to change his work. He accepts that he has secured his present position with no assistance from outside and that the social laborer's directing has not helped him at all. We can remember these assertions for the class referenced above, to be specific the attitude of the individuals. In certain conditions being helped from outside is an indication of shortcoming and afterward it is better not to concede that you have been caused and to state that you have done it without anyone

else's help. Moreover, there are additionally incredibly obstinate individuals who don't acknowledge any perspective other than their own, regardless of whether they take the's associate's attestations and present them as their own.

In general, we can say that the social associate advocate assisted the subjects to get a new line of work, with knowing their own capacities and conceivable outcomes and to guide them to zones that fit them. The social laborer's directing movement is valued by the greater part of our subjects and this gratefulness is appeared in the fulfillment that the subjects have at the working environment and the manner in which they play out their employment obligations.

Taking everything into account, our exploration has approved by and by the theory from which we have gone, to be specific that getting a new line of work and employment fulfillment is a component of the aptitudes and capabilities of the social specialist's expert directing.

Conclusions

The disposition of the group and the energy about the results of their work causes them to feel helpful and decides the vanishing of the feeling of worthlessness and mediocrity that overwhelmed them during the joblessness. This improves common connections, yet additionally improves family connections. On the off chance that, during the time of joblessness, a large number of our family connections were harmed by constant fights and the sentiment of blame that they can not add to family support, since they have a respectable and consistent compensation, family connections have gotten more settled and more friendly, under the danger of the neediness range.

Man is a bio-psycho-socio-social being, whose character is reflected in the action and its items. No man feels calm when constrained into dormancy for a more drawn out timeframe. This additionally dazzles the character of the subjects who become more ruthless, more jerky, overwhelmed by sentiments of

vanity and blame, more discouraged that they can not uphold their family appropriately. Not very far in the past, TV news has scrutinized the instances of subjects who have petitioned for hamper acts in view of the numerous monetary weights and the repercussions of long haul joblessness on family connections. The function of the social colleague is to evade accurately this sort of circumstance, and to disclose to individuals that in any circumstance (obviously without exits) there is a wide scope of arrangements from which they can pick without turning to irreversible extremist arrangements.

The number of responses that consider that the role of social worker counseling was that they find a job is 28. They appreciate that without the help of the social assistant, the counselor would still not have been able to find a job and integrate socioprofessional.

An almost equal number of responses (26) consider that the role of counseling was to make them aware of their own possibilities and capacities and therefore to know what they can give and what they can expect from others. Proper self-evaluation is a key factor in employment. When the subject is properly assessed in terms of its potential and capabilities, it knows exactly what it is worth on the labor market and it makes it easier to negotiate a salary or job. Knowing your own value has opened up a wide variety of possibilities that they will be able to use according to the priorities of their time.

A total of 24 replies states that the social worker counselor has directed him towards a field of activity that suits them. This response is in fact complementary to the previous one. Knowing their abilities and skills is easier for subjects to choose a field that suits them. Working in a field that suits you is essential to work satisfaction. This is because the work itself and its tasks are made of pleasure and not of obligation, giving implicitly a better return and producing greater personal satisfaction for the work done

On the whole, we can state that the social counselor assistant has helped subjects find a job, know their own capabilities and possibilities, and direct them

to areas that fit them. The social worker's counseling activity is appreciated by most of our subjects and this appreciation is materialized in the satisfaction that the subjects have at the workplace and the way they perform their job duties.

In conclusion, our research has validated in practice the hypothesis from which we have gone, namely that finding a job and job satisfaction is a function of the skills and competencies of the social worker's professional counseling.

Acknowledgement

We hereby state that the subjects involved in our research were informed about the voluntary character of participation in this research, about the understanding of information and of that fact that withdrawal from research is possible at any time without negative consequences upon the participant. The research complied with all ethical research standards, the research participants/participants` guardians giving their consent to participate in the research.

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