



Sociology of professional mobility

*Samia belguidoum **

*laboratory of communication sociology for research
and translation*

*University constantine2 of Abdul Hamid Mehri
Algeria*

samia.belguidoum@univ-constantine2.dz

Moumia azri

*University constantine2 of Abdul Hamid Mehri
Algeria*

moumia.azri@univ-constantine2.dz

Abstract :

This study aims to identify the sociological concept of professional mobility and its types (internal and external) in addition to the most important theoretical and intellectual approaches that addressed the topic how much was touched upon the macro-and microsocial analysis of the phenomenon of professional mobility and finally the measurement of professional mobility

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* Corresponding author



1. Introduction

The organization, as an open form, seeks to survive as a social entity through the external environment, adapting to the external environment, maintaining the pattern and managing stress, and through the internal environment through integration with the components of the form, both individuals and groups, achieving the goal by coordinating the necessary inputs and resources in the best way to achieve the desired goal .

One of the most important elements for achieving this goal is the human component. The organization seeks to attract the best competencies necessary for its organization, and the individual seeks to get a job depending on his specialty and composition. The individual always strives to improve his career level and social standing both inside and outside the organization. This is called professional mobility. The concept has gone through several developments in its conceptual context, where the concept denotes geographical movement from place to place in order to get a job opportunity in order to improve the conditions of his daily life, then the concept was associated with material incentives, the individual was seeking to obtain material incentives such as an increase in wages and bonuses, then the concept of professional mobility was associated with material incentives such as promotion, improving working

conditions and job satisfaction, and at the moment it is associated with material and professional incentives and improving the quality of work life that supports the spirit of creativity and innovation, the relationship between the individual and the organization is a direct relationship. Each of them seeks to improve its situation or the so-called management goals. In his professional life, the individual seeks to improve his career through material incentives rewards, grants, moral incentives such as promotion at the micro level or in this paper, we will try to address the sociology of professional mobility, which is one of the most important topics at the enterprise and individual level .

2. The concept of professional mobility

2.1 Definition of professional mobility:

-Defines the professional mobility of an employee corresponds more broadly to a "job" change, through various possibilities, such as a change of activity, incorporation within the same company, increase in pay while staying with the same employer 13. They correspond to the transition from one employer or place of work to another (with or without a change of profession). The same applies to determining the transition from work to idle or to the status of a job seeker.

-Mobility is associated with an opportunity when it is accompanied by a

promotion, of better job stability, especially at the beginning of a career (Professional mobility will be defined here from the intra- and inter organizational transitions of an individual. Thus, professional mobility is understood as any major change in the demands for roles or the work context during an individual's career. Mobility must be understood from an individual perspective and not in reference to organizational changes involving a set of workers from the same organization Afriat, Gay, & Loisil, pp. 29-30).

-- Conventionally, professional mobility is categorized as inter-organizational (external) or intra-organizational (internal), vertical (hierarchical), horizontal (functional) or radial (rapprochement to the decision-making center), definitive or provisional, national or international, initiated by the worker (voluntary, chosen) or imposed by the organization (suffered) (Hellemans & Equeter, 2006). The most acceptable definition of professional mobility is the following: the ability to change job, degree or professional branch. Right now (SIAU, 2011),

2. Types Professional mobility:

Nicholson and West suggest that there are 12 types of job mobility based on three mobility dimensions: status (upwards,

lateral, downwards), function (same or changed), and employer (internal or external). To simplify their typology for ease of discussion, we focus on the dimensions of status and employer and highlight six specific types of mobility: internal-upward, external-upward, internal-lateral, external-lateral, internal-downward and external-down we posit that status and employer change **may** involve either the same or the different functions. It should be noted that external job mobility may occur within the same or different occupations. (Ng, Sorensen, & Eby, 2007, pp. 364-365).

2.1- Internal-upward mobility:

Internal mobility refers to job changes that are promotions within the same organization. It is traditionally the most desirable type of career mobility because promotions increase prestige, recognition, responsibilities and financial rewards . The perspective of the mobility criterion indicates that individuals receive upward mobility due to their individual merits such as: job performance, on the contrary, the perspective of the mobility norm indicates that organizational elites pay special attention to those junior members who are considered to have high potential and are engaged in actions to increase their chances of upward internal mobility.

2.2--External-upward mobility:

Nicholson and West observed that managers with frequent external upward

transitions usually held jobs that had higher status than those with frequent internal upward transitions. Those managers taking more external-upward transitions reached the top of an organizational hierarchy faster. One explanation is that those engaging in external upward mobility are more successful in bidding up their wages in the external labor market. In addition, some individuals may quit their jobs to start and run their own companies. These transitions would also be considered external-upsetive moves because they typically entail significant increases in both job responsibility and job responsibility. (Ng, Sorensen, & Eby, 2007, p. 365).

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both job responsibility and job responsibility.

2.4-Internal-lateral mobility: Internal-lateral mobility refers to job changes within the same organization and at the same hierarchical level. In response to intense market competition in recent years, many organizations have downsized or restructured their operations. The combination of slower growth and flatter organizations has contributed to increased opportunities for lateral job moves. As noted by Eby and DeMatteo, internal mobility may be either voluntary or involuntary. For example, individuals may voluntarily accept expatriate lateral assignments in order to break into international business. (Ng, Sorensen, & Eby, 2007, p. 365).

2.5-External-lateral mobility :

External-lateral mobility refers to accepting a job at the same hierarchical level but with a different employer. For example, IT professionals may switch companies but remain as computer programmers. The most apparent reason why individuals would want to switch employers for similar jobs is organizational dissatisfaction, especially with pay and recognition. Conversely, internal mobility may be initiated involuntarily when employees are laid off by their current employers and are hired by competitors for similar roles. The study found that low job satisfaction was a

significant predictor of employees changing companies but not job level.

2.6-Internal-downward mobility:

Internal downward mobility refers to demotions within the same organization. Since demotions are associated with reduced power and organizational rewards, they are not viewed favourably by employees. Demoted managers may also adjust poorly to their new jobs and perceive less of the potential for growth in them. Internal demotions may also be associated with decreased power, organizational rewards and perceived less of a positive effect on the employee's performance. An internal demotion is not seen as a positive or negative by employees, but it may be necessary for continued employment.

2.7-External-downward mobility:

External-downward mobility involves changing employers and, at the same time, working at a lower hierarchical level. One example would be executives being laid-off and working in other organizations at lower levels. Employees emigrating to other countries often accept jobs at lower levels. Similar to internal demotions, external-downward mobility is often involuntary and, therefore, associated with less favourable employee reactions. For example, laid off executives who were re-employed in jobs that were at lower organizational levels had less pay, underutilized their skills and had poorer

work attitudes. (Ng, Sorensen, & Eby, 2007, p. 366).

3.Macro-level analysis:

3.1- Macro theory is primarily devoted to explaining changes in social structure:

Changes in social relationships or changes in social mobility. Spatial mobility and its changes occur frequently, but mostly as explanatory variables for other variables or boundary conditions. Mobility can be seen as a driving mechanism for the emergence of long-distance social relationships within larger populations, which in turn leads to qualitatively different social relationships. This applies to modernization theory that identifies the transition from communalization to socialization and some theories of globalization. Second drive mechanism Often appears in new communication technologies where communication can be interpreted as virtual mobility. Likewise, these theories can view spatial mobility as a side effect of the shift in economic production from agricultural to industrial societies or from industrial to knowledge-based post-industrial societies, have an impact on social relations within these societies. Or spatial mobility is seen as a prerequisite for social progress and is therefore considered characteristic of modern societies open to social mobility. In recent decades, spatial mobility has played a minor role in theoretical debates in sociology. Concepts such as

globalization, cosmopolitanization, border dissolution, transnationalization, hybridization and reflexive modernization have long been discussed only in the context of migration. Recently, these concepts have been systematically linked to spatial mobility. Mobility and its acceleration are increasingly seen as central aspects of social change and key to understanding modern society.

The core argument of this macro-theoretical debate is that the current social changes in Western society can be summarized as a comprehensive mobilization process. Some authors even claim to have recognized a “mobility transformation” in social theory and the birth of a “new mobility paradigm” across disciplines. Whether we are actually experiencing a “mobility turn” in social theory is debatable. However, there is certainly a renewed interest in mobility, particularly in the connection between mobility and modernity. (Lück, Limmer, & Bonß, 2006, p. 06).

3.2-Micro-level analysis: Careers, incentives and social integration The various micro conditions we have listed would not be possible without corresponding micro conditions. In other words, fluid organizational standards (whether technical or non-technical) cannot exist without the right incentives for workers. When our case study involves a personal perspective They should provide real opportunities for

advancement within the company and access to key functional positions. In some cases, tier advancement may not be automatic. The case studies note some lateral moves in the field that do not lead directly to promotions. However, the career benefits of a move can serve as an indirect motivational resource to get employees thinking.

Recent theoretical models acknowledge that the determinants of career mobility comprise both individual agency – determined, for instance, by personality traits – and structural variables in a larger context. that career mobility is a product of both micro-level individual and macro-level structural factors that have the potential to interrupt an individual’s career equilibrium. The model suggests that individual differences, such as personality traits or attachment styles, relate to individuals’ preferences for career mobility – an important precursor of actual career mobility. (Kornblum, Ungerb, & Grote, 2018, pp. 02-03).

4-The determinants of mobility:

The determinants of mobility can be grouped into three main categories according to whether they are related to sectoral, organizational or individual characteristics. Indeed, they can, in particular, be linked to sectoral movements of restructuring and merger acquisition, or to the reorganization and change of management within the

organization or to the personal and family context of the individual. Other factors, such as the values and norms conveyed within the organization and in the environment play a role in determining the mobility process. Figure 1 presents our synthesis of these determinants of mobility.

4.1-The Sectoral determinants: his determinant, of a sectoral type, has its origins in the theory of March and Simon, according to which the individual makes the mobility decision only after having identified a new opportunity offered to him and that suits him better in terms of remuneration and career prospects. However, the creation of new organizations is often accompanied by the appearance of new work positions that arouse the interest of potential job seekers and workers already in place. This determinant is also highlighted by the theory of job search in the sense that the creation of new organizations is at the origin of the voluntary entry into unemployment of some active workers, with the objective of finding a more adequate job in terms of benefits granted. This work is inspired by the theory of the duality of the labor market which shows that intra- and inter sectoral differences concerning acts of discrimination and the dequalification of workers generate movements of vertical mobility from the secondary sector to the primary sector. In addition, Jovanovich's theory of adequacy considers that the positioning of the

individual in a secondary job market where he undergoes a disqualification in relation to his level of skills and the career he plans to achieve constitutes a strong reason for his mobility (ELOUAER, 2008, pp. 05-06).

4.2-The Organizational determinants :

Organizational factors are also an important determinant of mobility. Being an indicator of the complexity of the organization and its differentiation, the size influences according to Granovetter the situation of the worker on the labor market. However, it is likely to reduce inter-organizational mobility which strongly depends on the size of the organization, the number of internal opportunities created, The determinant of size has also been pointed out by the theory of March and Simon which shows that the individual is opportunistic ; when he does not find his end within his organization, he leaves it to join another. On the other hand, a large organization offers multiple incentives, which is a factor in retaining its staff by strengthening their degree of involvement and commitment. The strategic choices of the organization also represent another reason for mobility. Indeed, she considers that the recourse to the external labor market remains subject to the sole decision of the organization which decides either to internalize the recruitment process or to outsource it and thus, to

stimulate the workers of other firms (ELOUAER, 2008, p. 06).

4.3-The individual determinants:

The individual determinants The individual-type determinants of mobility are part of the framework of Becker's theory of human capital which shows that the human capital of the individual represented depends on a mobility decision and the transition from one job to another. effect, on its specific attributes to offer itself on the labor market a comfortable position compared to job providers and ask for the advantages it requires in terms of remuneration and career development. meaning, that the opportunities available to individuals depend on their profession and their position on the labor market. Other authors consider another series of characteristics highlight a certain attractiveness of the individual. The best job thus goes to the account of a certain discrimination on the labor market. women and men do not have the same mobility models as well as the same career development scheme. This discrimination would limit the mobility of women in the market by March and Simon (ELOUAER, 2008, p. 07).

5.Theoretical approaches to professional mobility:

5.1-Professional mobility at Ibn Khaldun:

One of the most important thinkers concerned with social mobility was the Islamic thinker "Abdul Rahman ibn Khaldun", the first founder of sociology. He started from the basic assumption of the necessity of human society and expressed this by saying that people are civilized. He believed that one of the most important characteristics of human society is that it does not freeze or strain) and explained it case by case , He then relies on the dialectical relationship between Bedouin and city, based on the whole theory of urbanization, which leads him to think carefully about how people or sects acquire wealth, money and money, which are important indicators of professional and social mobility. In particular, the movement of generations occurred solely according to their way of life and lifestyle, and Ibn "Khaldun" demonstrated this difference with geographical areas and habits towards the necessities of life and the transition from nomadism to civilization. This sudden transformation highlights.

contradiction between the lives of these nomadic peoples and their lives in the decline of civilization, as well as the consequences of the contradictions, he said: The intended oblivion of Bedouin with their presence stems from the industrial civilization of Europe, which imposed this new duality. ”

According to" Ibn Khaldun", the reason why the Bedouins needed cities was

because of the development of the division of labor within the Bedouin and the diversity and differentiation of occupations. He stressed that the importance of wealth was evident in his relationship with the king and the country, and that the main feature of professional mobility was the wealth of the sultan and his entourage, something he had never said before, "Ibn Khaldun" was cautious in generalizing the proverb about career and social mobility to all social groups, but he saw the opposite was true for some groups, i.e. he promoted the proverb about social stability because he claimed that those engaged in People who practice religion maximize social stability. Their wealth was mainly due to the temporary needs of their spiritual wealth, but also because they were not subject to: I studied some virtues and he denied this, so he signed some documents with my hand in which there was something about these virtues detailed report. The house of Mamun, containing many incomes and expenses, I stood on him when I read the documents of virtues; imams and muezzins and he learned from him that what I said was correct and what I told his. The breadth of" Ibn Khaldun's" intellectual vision seems to be reflected in the treatment of some economic effects, for example, low prices, which affect certain social groups but cause a downward movement among them, which affect merchants, whose goods corrupt And the corruption of their capital also

affects agriculture and professionals in the agricultural field who don't do it because they make little profit. This suggests a link between mobility and internal migration, that is, between moving up and down the social ladder, etc. (migration that occurs between rural and urban areas We take advantage of these mobility rules set by Islam because it recognizes the differences between social groups and recognizes the freedom of each group to move and climb the social hierarchy ladder, but it controls this freedom by whom manage and ensure that it does not disturb the peace and tranquility of society, because this religion is based on:

Not to move and move in the social ladder at the expense of others

That the end does not justify the means, no matter how high this end reaches, and if its rules violate the rules of Islamic Sharia, it is unacceptable (belarbi, 2016, pp. 148-149).

5.3- Professional mobility at

Émile Durkheim:

according to "Émile Durkheim". Social relationships becoming more formal, functional, and emotionally distant, for" Durkheim," are driven by the increase in "moral density." That means: people interact with more other people more frequently. "Durkheim" notes three basic causes for this trend: (a) Whereas agricultural societies (as well as hunters

and nomads) needed to limit the proportion of people to geographical space to a certain ratio that allowed it to feed itself, the industrial society allowed demographic changes leading to an increase in the density of the higher number of people within a given nation moved even closer together in the process of spatial gaps ; In short," Durkheim" assumes that spatial mobility increases due to technological progress. And the increasing spatial mobility (in addition to an increasing density of population) is assumed to bring people closer together, with the consequence of social relationships changing. (Lück, Limmer, & Bonß, 2006, p. 08).

5.4- Professional mobility at

Georg Simmel:

"Georg Simmel", like Durkheim, also considers spatial mobility a cause of social mobility. "Simmel" assumes that social interactions over long distances are limited in their contents. Migration indirectly forces all social interactions to be less personal, by allowing people to interact with more people at the same time. This makes social relationships more "modern" in two ways, in addition to the fact that people get in touch with more other people, rather than focusing on one single issue, instead of including every aspect of the interacting relationship.

However, in" Simmel "'s theory, the role of spatial mobility is more limited and more For one,"Simmel" assumes that the increasing mobility in modern society requires a fix point of reference, even more so than in pre-modern times. Whereas occasionally, slowly moving pre-modern tribes could be nomads and wander without returning to a specific place, the fast moving people in modern societies need to be For two, modernization is not necessarily seen as a steady increase of people's mobility. "Simmel" assumes that mobility of goods or (virtual) money through space can bridge the physical gap between people as well and in this way can substitute human spatial mobility.

An premodern societies mobility has certainly happened, but it was not a guiding value with relevance for individual decision-making or for the functioning and structuring of societies. The aim of being on the move was to return to the place of origin. In pre-modern societies, the notion of stability and immobility dominated the construction of social structures. The most important concepts for social integration were local communities and the (unchangeable) social status urbanity of local belonging. (Lück, Limmer, & Bonß, 2006, pp. 08-09).

6. Mobility measures:

The analysis of mobility is generally based on a history of the professional career of employees. Most of the time, in order to define professional movements, they are asked to list in chronological order the various positions they have held in the company or during their professional life, and to specify the periods spent in these positions. Many are then content to apprehend mobility through the rate of mobility of employees, measured by the ratio between seniority in the organization (or the length of professional life) and the number of positions occupied during this period, proposes, to assess the extent of a career transition, a measure based on a combination of modifications concerning the position, the hierarchical status, the function, the task, and the field of activity. It defines a twelve-point scale, from the simple change of position to the change involving all the parameters at once ; add subjective evaluation elements to this measure by including a perception of the similarity, the level of complexity and the level of difficulty of the new work compared to the old one. Gunz's classification complements this approach by proposing five types of changes in an organization: continuous transition, when the responsibilities of the new position are similar to those of the previous position; cosmopolitan transition, when the responsibilities of the new position are similar to those of the old one, but they are exercised in a very different context;

new transition, when the new position has very little in common with the old one ; the iterative transition, which corresponds to the employee's return to a position in which he has already worked; and the expansionary transition, which also corresponds to a return to a known position, but with new responsibilities for the employee. Starting from the idea that mobility is much more than a succession of jobs, in this article we will seek to better understand the different facets of mobility by going beyond the classical dimensions. A qualitative study will allow us to bring elements of reflection to those who seek to measure this concept today. This qualitative study of an exploratory nature is mainly focused on the subjective dimensions of mobility and on the experience of individuals. To better understand this social reality, we have chosen to use semi-annual interviews in which the actors can express themselves freely on predefined themes, under the control of the researcher, the aim being to favor the "richness and diversity of the answers. (Roger & Ventolini, 2004, p. 1872).

7. CONCLUSION

Professional mobility is an important required social and health phenomenon for individuals and organizations.

For individuals, it seeks to achieve their psychological desires through job satisfaction and social status, and

professional mobility affects the formation of the professional identity of workers , as for the institution, it is the improvement of Service and product, it also contributes to job stability and job turnover of workers, it also raises the competencies of employees, and professional mobility contributes to attracting competencies to the institution.

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