

Rebuilding a professional identity in high office

إعادة بناء الهوية المهنية في ظل شغل المنصب العالي

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Abstract: This research aims to monitor the most important peculiarities of the structure of the professional identity of the university professor holding a high position with Structural character Ordering the disbursement, in order to review the system of appointment to positions Supreme in Algeria.

The immanence in the reality of the dual structure of the professional identity professor Administrator, Behave in two pathways, the first is to search for representations of the self For herself, This required relying on a semi-directed interview technique for the study sample expressing a professional identity represented by two job rank They are the Deans And the university president, for Reinforcing the second path that expresses the representations of the other towards this professional identity Dual, We used a semi-closed form technique directly, This is in addition to analyzing the content of the various legal texts And re-read it Sociology.

That buffer indicates the disappearance of politicized identities " Partisan", In contrast This identity has many peculiarities Which Local masculinity: persistence, speed of integration, early professional maturity, derives its strength from its scientific authority The most noteworthy It is an identity crisis, given the possibility of just now Reconcile the steering process And the search process Scientific.

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This study leads us to the necessity of reviewing the system of conditions for appointment to fill senior positions Until impeachment Thereof, by institutionalization The competency model“ On the principle of eligibility in order to value democracy.

Key words: Professional Identity ; reproducing ; High position ; composition ; Professional experience

ملخص:إن التتبع لمختلف آليات إعادة بناء الهوية المهنية للأستاذ الجامعي في إطار شغله للمنصب العالي ذو الطابع الهيكلي من خلال دمج رتبته الأصلية بالوظيفة أي عملية الجمع بين المهمة ذات الطابع العلمي البيداغوجي الممثلة في شكل علاقة تبادلية أستاذ جامعي مسؤول- أستاذ جامعي – طالب، والمهمة التسييرية ذات الطابع الإداري المعبر عنها بالثنائية أستاذ جامعي مسؤول-موظف إداري، أدى الى ميلاد هوية هجين خضع خلالها عملية إعادة انتاجالمكانة والدور المهنيين إلى سلسلة من التشنّات الثقافية والاجتماعية والتنظيمية مستمدة من النسق القيمي للمجتمع والثقافة التنظيمية السائدة داخل الجامعة ومتطلبات المركز القيادي الإداري. كشفت الدراسة الميدانية والتحليل المعمق للنصوص التشريعية عن مؤسسة نموذج هويتي مندمج مع المنصب العال مع اختزال بعض الخصوصيات الهوياتية للأستاذ الجامعي من خلال تدني مردوده كباحث وكمنتج للعلم كما أسفرت هذه الدراسة إلى ضرورة مراجعة منظومة شروط التعيين والإنهاء لشغل المناصب العليا من خلال إرساء برامج صارمة لتقييم الأداء وربط المسؤولية بالمساءلة والمحاسبة من أجل مؤسسة نموذج “الكفاءة”على مبدأ الأحقية والجدارة في شغل هذه المهام السامية.

كلمات مفتاحية:الهوية المهنية: إعادة إنتاج؛ أزمة: المنصب العالي؛ التكوين؛ الخبرة المهنية

1. Introduction:

The subject of identity is a knowledge container that lies at the crossroads of psychology, sociology and anthropology. By the amount and type of such vulnerability, identity is the dynamic function of an individual that enables him to balance, survive and sustain within the environment in which he or she is located.

A professional identity is not intended to be the quotes used in classifying individuals according to their work activity. Nor does it target labels that are used at a given moment to define one's own self from his or her job. This concept converges on what SAINSAULIEU,R, called "cultural models" or "types of logic of actors in organization". (RENAULT, S, 1985, 41)

The concept of SAINSAULIEU,R has an important appearance: Target shapes are not only relational (active identities in an activity system), but also biographical (patterns of path during a work life). Professional identities are socially recognized tools, for the individual, similar to each other in the field of work and employment. (clauded,1994)

The study of the geography of the Ego as a modeled concept in itself, in isolation, may be subject to interentity marriage, culminating in a hybrid-born marriage that subtracts the two-ego binomial in the form of opposite and opposite roles, such as those in senior positions. The University was established as an educational and training service institution comprising two social actors, including the university professor ,who is at the heart of the educational process for which she was established.

And an educational institution from the community institutions that raise his membersasan open social platform through which the actor can create In this regard, Huberman, S, refers to the impact of professional identity on personal identity by influencing the individual in terms of his future planning, his perception of his role and his social status. (Nady, E, 2004)

It should be noted that the subject of our research includes senior positions of a structural nature determined by the Joint Ministerial decision of 28 Shawwal 1425, 11 December 2004. (OFFICIAL GAZETTE, NO. 23, 2004)

The research into the duplication of the tasks assigned to the professional identity of the professor: As a professor-manager, professor-dean, professor-head of department or other senior positions mentioned above, represents the studied field of knowledge. We have discussed the specifics of the professional identity structure of the university professor after the reproduction of professional status and role through the repositioning of his original rank in the highly structured position and the fact that the two-ego-other status has been discussed within the organizational structure given the professional composition and experience that it has On both sides.

To answer this problem, we proposed The following trauma:
The professional identity of the university professor who orders the exchange takes on a political character. A name is borrowed for it: "the integrated, politicized identity"

This process represents the infrastructure of any research in the field of identities, which explains the multiplicity and complexity of addressing this issue by many scientists, and we look at the most important studies according to the following:

SAINSAULIEU, R The first to come up with the term identity Professionalism in his book "Identity in a the work " Where he got it in a sentence Standards And Values, rules And affiliations Multiple Which considered as References Which Complete Definition of members group the work From Through it (15th). It is Explain How do Lead Actor either On

the level Singles or Collective His duties, his role, And What she Picture Which It offers in it Colleagues in a the work, We also find the research presented by AUTRET, Elodie About problem status Configuration Undergraduate Which Received it Masters Education Physical Neo Where I aimed this is studying to me showing Most important Differences And The differences Which Working On Establishing And Building Professional identity For individuals The next two On Job Teaching in a Institute Sports, It was Problematic Centered Mainly about: How do Knows those themselves in a This Space Politician And Social the new Which Ye mechanism Recently?.From Through this is The study the researcher found to me that Professional identity Formed From Through Two workers Are linked And Are independent in a The same Time Individually And another collective, So that is The Worker Singles in a History Biographer, cross-pathway Scholastic And University professor, Its course The athlete And his goals, As for collective He is phrase About That Value And Representations Common between Members community Which Wants that Belongs to her He is in a First Are hiring Strategies Identity On Mind subject rational To correct Assimilation Which Carry it he is About Himself From Yes correction that Which Carry it the others about him, While Try in a The second that Acquire And Saturates With values And Standards community Even Manage From merger In which The researcher also concluded: a variable third You named it Identity Specialized, Where Showing The individual A pot From Excellence and Mastery From His profession.(Elodie, A, 2008)

LIBERMAN, S:try to researcher From Through Study it that Indicates to me change Behaviors staff towards Management and Managers Once happening A change in a Their roles, Where Become Behaviors staff Whose Are done Be promoted To jobs For me Positive More towards Administration, As They are Representations Positive About Tires Supreme, While did not Is recording Which change in a Behaviors Laborers Whose They remained in a Their centers First.(Alvin, L, 1978)

And through this study, he concluded that the representations that the individual bears about himself and around others are determined by the roles that he may play within the social group to which he belongs, so the identity of the individual is the sum of the representations that the individual creates and develops about himself. (Pierre, T, 1997, 25)

And she Space or The space Which Meet in it What he is Myself With What he is social, And that is a distinct concept Helps On Understanding Phenomena Related Behavior Individuals And Associated Configure it And Which Make The individual In a confrontation With Others.

BERNOUX, Philippe : It reduces the stages of identity formation through three stages Which: Training: training is not limited to the researcher Phrase Knowledge the theory Scientific About the field Professional Which Wants that Belong to it but Stretches to me Give Lurking Opportunity to get acquainted About near From Through Engagements Field And interact With With Experience Field Qualify him to construct Relationship belonging Affiliation to the Foundation Not As a hired servant but As a partner in a Success And Investigation Goals Enterprise" And that Their development JLinked As it evolves And So Become Configuration Worker From Factors Building Career paths For worker. (al-Mahdi, M, 2010, 238)

).And therefore Prepare this process As Incentive for him Effect Adult in a effectiveness The Worker And Strengthening His relationship And Affiliation For the foundation.

- Experience Professional : The Discovery Secrets Occupation And Friction With From for him Experiences And Knowledgeable Methods the work Is what Enabled the actor From control in a Qualify technique To acquire status Hires her to boost Course And Building His personality Professional And The Social in a Scientist Work. Where confirms SAINSAULIEU, Practice Profession Certain or control in a Technique linked By standards Relationship Which Governed by By others meaning "that efficiency The Worker in a Completion Currency linked Degree And nature relations Social Which Connect it To others.(kabanujan, f & doudet,f, 2010, 157)

So it is Application Professional And Track Professional For the worker And ties the work They played rotary Important in a form His identity Professional And that Cross promotion Links Social between Categories Professional And Society Enterprise As a whole.

Recognition Belonging :

over there Relationship Plinth between Recognition Belonging And form Identity, where Excel sees HONNETH, Axel Recognition From side Social condition To achieve an identity the person, If did not Checks This Recognition Mean that The one Feel Contemptuous Than Means Feeling With the possibility Extinction His personality And Its demise.as such that Terms Investigation Identity Own With all An individual Different Differently Poses the work And Staff, pressured the work And Diseases Professional Than it causes Loss Identity.

SAISAULIEU, R: Determine Concept Identity Professional according to it On Approach Cultural And Which Look to me Enterprise Not As an area Abbreviated About Process Production, but Out From Universe Enterprise field To nurture Social And form Identities Individual And Social, as Value And Standards Which Formed on her structure Enterprise

But meaning of it's a look For the worker Not Kawoon outlet but As its actor Producer And iconic contribute in a Production And Return Production culture Enterprise. So Van Identity Professional At Sansoli And SAINSAULIEU Represent Features And Fingerprints The dimension Cultural.(Robert, H, 2006, 24)

And he indicated in his writings that a lot of the research of psychiatrists and psychologists concluded that individuals may develop disturbances in their professional identities as a result of their experiences during work relationships, and supports the idea that there is an overlap between the social structures, especially work, and the psychological structures of individuals, so that these Units live Pastlapaliénation and in this respect an adjective Sansolieu is a scientist the work That Scientist tragic As long as Human Lose in it His identity is not Because Scientist the work Scientist For production Economic And technical but Scientist For interactions Social between Individuals Bring In which To continue And does not exist, as such Play in it Hierarchy Administrative And finance has roles to her Their effects. And Because Investigation Self Mortgaged Admittedly The other had set four Terms To achieve This recognition:

Affiliation For the foundation, And achieve Completion Individually or collective, And track Profile Professional, And Ability On resistance All shapes Dominance Which Impose in a field unclcto, in which that this is Elements The four Contribute in a Investigation Self.

DUBARD, Claude: believes that the ideal career path for an individual is based on four time spaces that define the professional identity, which are: the formation space, the profession space, the institution space and that of what is outside work. All of these professional identity units require the existence of relationships between the individual with others. In different situations and organizations.

This research aims to ;Attempting to shed light on some of the gaps in employment policies in Algeria and to clarify the true picture of some executive or ministerial decrees-presidential terms of appointment to join senior positions on the ground Reality. Clarifying the role of continuous training in obtaining professional experience, how can a university professor be assigned in history, physics, medicine, or other disciplines that do not serve administrative dealings with a high position without conducting a job Rise in the administrative field. Trying to understand the reality of high-ranking officials according to themselves on the one hand and on the other hand, according to the representations of administrative employees, especially those who have professional experience and competence. What we seek through

this study is not to search for professional identities models for the university professor Like the elite of society. This study also aims to monitor the reality of the socio-professional relations that the university professor builds in his work environment, considering that they are among the components of his professional identity.

research community: The topic of our research brings together university professors who occupy higher positions of a structural nature and have the status of commanding the exchange with

in the organizational framework of University of Djilali Liabes. Sidi Bel Abbes - and who There are 10 university professors who command the exchange, including the university president and 9 deans who represent The total community of sociological studies of the University of Djilali Liabes Sidi Bel Abbes.

The systematic construction was done on the basis of Analytical qualitative approach So we adopted the asymptote Descriptive and analytical, through checking and researching the reality of the professional identities of the leading university professor At the University of Djilali Liabes - Sidi Bel Abbes As well as knowing the mechanisms of the mutual professional relations between the administrator and the users, and this approach allowed us to place this university as a space To produce and reproduce the organizational culture under the microscope of research, where "the concept of organizational culture is the most difficult in terms of definition and it is unreasonable for the researcher to define subcultures within the organization".

Field research steps and techniques, Exploratory study: In pursuit of our field investigation of the validity of the proposed hypothesis according to our proposition, we found ourselves in front of the Directorate of the University of Djilali Liabes - Sidi Bel Abbes And 9 colleges Affiliated.

It completes the descriptive curriculum On which we relied on this during our research on a set of systematic techniques, namely:

The technique of participatory and structured observation: The term Reality study Itself leads to use Technique Note And which we considered during this sociological research as the key tool during the process of comparing the total data and facts that were obtained through the interview or the questionnaire with what is the reality of what we see and hear.

The interview is half directed: The field study also depended on a technique The interview is half directed Due to the nature of the sample representing the cultural elite, we chose this

type of sample in order to open the way for the leading university professor to answer the various questions included in the study.

The direct semi-closed form: The study of the reality of the duality of the other ego After assuming the highest position By addressing the representations of the responsible university professor according to others, as well as the sources of the responsible university professor's acquisition of professional experience In addition to researching the peculiarities of the professional identity of the responsible university professor, from the cultural model to the political model, up to the degree of professional compatibility with the requirements of the leadership position, it was imposed on us to choose the questionnaire technique. Direct semi-closed Which included 80 administrative employés

analyzing Content: where We adopted this technique especially in critical reading of legislative texts Related to the conditions of appointment to senior positions. We also adopted this technique while addressing an element of review of the system for selecting candidates for positions of responsibility within the framework of the study.

that The reality of senior positions within the university reflects the deficiencies of the legal texts stipulated by the Algerian legislator, the most important of which are:

Through our studies Field we managed From clarifying some of the gaps that affect the student In particular And the organizational system in general Display them according to the following:

The proposal for appointment to the higher position is at the invitation of the official or upon approval of the concerned's request. Here we are seeking an absence of administrative justice, especially if more than two professors fulfill the legal conditions stipulated in the regulatory decree written above. This calls for the necessity of reviewing the system of conditions for appointment and termination in senior positions, in addition to preparing rigorous performance evaluation programs and linking responsibility with accountability.

loan The importance of continuous training through programming training courses in the field of management and human resource management and financial resources. Chris HEYSEN, And Myers Wolfgang Wolfgang, MAYERS: "It is a process Perceptual It is intended to produce certain mental or mental effects in a group of individuals that make them more efficient and capable in performing their current and future work, by forming appropriate intellectual and practical habits and acquiring new skills, knowledge and trends» (Claude, D, 1988, 33).

We sought marginalization to create a waiting period As a strategy To re Production Culture and professional practices by improving scientific qualification and directing the professional status and role-On the one hand, on the one hand, and on the other hand, it is based on scientific and rational foundations to allow a university professor to acquire proficiency-Professional management and competence to This position requires them, which allows the higher authority from him to test the professor and assess the extent to which he can integrate with the new job, bearing in mind that the majority of high-ranking positions holders hold certificates with specializations outside the field. Administrative.

The generalization of the indicative increase share for jobs that are of the same degree, this is what shades the knowledge of the differences between the occupants of the posts and not linking them with the cost-effectiveness of each responsible university professor, this is what represents the absence of oversight Administrative And at the same time it is Neglecting The element of creating an incentive system, which is mainly based on an indicative increase commensurate with the cost-effectiveness and performance of the work, assessing the effectiveness of the management process and the ability to address work problems, where the rating is made by a higher authority than it. This is in order to achieve organizational effectiveness. And here to ethical standards at work. (Saleh, B, 2004)

2. A sociological reading of the legislative texts regarding the conditions for appointment to senior positions:

After our review of the most important theoretical frameworks of senior theorists that dealt with the stages of the formation of identity in general and professional identity in particular, we will try through this element Projection These insights and conclusions drawn from empirical studies on reality Return Production The professional identity of a university professor who occupies a high position, but at the beginning we will see the legal framework that represents the infrastructure to be formed the frame We begin to deal with higher positions through what was stated in Ordinance 06-03 of 19 Jumada al-Thani 1427 corresponding to July 15, 2006, which includes the basic law of the public office where He defined them as qualitative positions for supervision that allow to ensure the supervision of administrative and technical activities in public institutions and administrations. Department of the Algerian legislator, senior positions to me Two types:

Senior Positions of a Professional Nature: It is created by the special basic laws that govern some wires of employees.

Senior positions of a structural nature: It is established through the regulatory texts related to the establishment and organization of public institutions and administrations. (OFFICIAL GAZETTE, n°46, 2006)

Our field of study targeted the higher positions held by the university professor of a structural nature at the level of the various organizational systems present within the university (university directorate, college) and that It takes the form of a command to spend and that It can be limited to the following positions: University President And Dean.

And as follows We turn to the conditions of appointment to jobs Supreme, Which can be summarized in the following table:

Table 1. representing the conditions of appointment to higher positions bearing the capacity of commanding the dismissal, according to the provisions of Algerian legislation

University directorate		
Appointment method	Terms of appointment	Top positions
Decree	Professor of higher education, and in the absence of a lecturer or university hospital lecturer	University Rector
the college		
Decree	Professor of higher education, and in the absence of a lecturer or university hospital lecturer	Dean

Source: (OFFICIAL GAZETTE, n°23, 2004)

Troot Signal to me That there is a rank And there is a function where the difference between them is evident, according to the following explanation:

Rank : It is the job or financial position through which the employee is employed, receives a salary, and enjoys rights and duties defined by the Basic Law for each type of job position, which requires stalking - in the case of university professors - for the sake of demarcation as it is not possible to generalize ambush to all positions, For example, the rank of assistant specialist practitioner in all disciplines related to medicine is drawn directly to the owners once the ministerial appointment is made, it is not completed Prepare The decision of the

appointment is on Stop Regarding the decision for the registration, but they are joined together by one reporter, and in the first article thereof, he identifies and confirms Mr. x in the rank of Assistant Specialist Practitioner (Insertion Specialization).

While the job It is the total tasks assigned to the employee addition to me The original tasks related to the rank, as this assignment or appointment to the position is determined according to the conditions specified by the Basic Law on the type of rank, and it is either according to an internal decision (on the proposal of the first official responsible for the organizational system) as it may take the form of a decision from the guardian ministry and sometimes it is by decree, And that is according to the degrees of assignment and the extent of the breadth of the appointment authority. to me Boarding to me The authority of authority is the authority to appoint the highest in the hierarchy of power. Benefits A worker who exercises a higher position in addition to the base wage, compensation for the experience gained with the title of the original rank, as well as the compensation and grants stipulated in the applicable regulation with it The occupants of these positions also enjoy an indicative increase that varies from one position to another and at the same time differs according to the institution of affiliation (University Directorate: Group 1, Class A, Department 1, Evidential Number 1080-College: Group 1, Class A, Section 2, Inferential Number - 1000 Institute: Group 2, Class B, Section 1, Inferential Number 794 - University Appendix: Group 2, Class B, Section 2, Inferential Number 746). The worker who exercises a job also benefits from the higher positions whose list will be determined by decree, in addition to that, special means Relate to the burdens associated with the quality of the job being performed. (OFFICIAL GAZETTE, n°31, 1990)

3. Conclusion

Results:

The study expresses a historical station at the crossroads of three major theoretical directions that sociology interested in. As soon as the term professional identity of the dean or university president is uttered, we are going to talk about the issue of identity, which represents a multifaceted proposition in itself in sociology, as it is expressed DUBAR Claude As a result of the social establishments either Renaul SAISAULIEU considers it the social and relational experience of power. As for the second approach, it has its share in the public office system, whereby it puts the workshops for appointment to the highest positions of the

commanders to permanently and strongly spend on the agenda of sociologists, politicians and lawmen, as they are like their nervous system and their thinking, mastermind and executor mind. While we find the third trend highlights a topic Leadership and decision-making process where This trend represents the largest part of the intellectual vessel of the problem, especially as it relates to reviewing the image that the leadership identity model takes in its interaction with the other within a medium that carries an organizational culture that is bifurcated with ideas, visions and affiliations.

The duality of the university professor's powers between his original rank and his assigned position is embodied through a dual professional identity, whether that relates to identity according to oneself (university professor - responsible) or identity according to others, which is expressed through reciprocal relations and interactions (university professor - student and University Professor - Administrative Officer).

The higher position re-integrates the professional identity of a university professor by mixing the scientific mission with the leadership and authoritarian mission, which leads to the reproduction of the professional status and role.

The traceability of the various mechanisms of acquiring a professional identity through the transition from the rank to the position, that is, the combination of the task of a scientific and cultural character represented in the reciprocal relationship between a professor - a student to the leadership task that represents a management function that combines the duality of the professor - the administrative employee that led to the birth of a hybrid identity It revealed a crisis in building its early stages through the contrast between the various characteristics of the formation of a university professor and the requirements of the new job in terms of experience and professional competence that enables him to define himself in his relationship with the group to which he belongs, where a steady awareness is built gradually in the midst of relations within the structural organization starting from The interactions that work to form a sense of identity in a dynamic dynamic context, so that this merging process does not pass without crises that force the individual to make adjustments in the structure of his identity in the structure of his relationship with others, as the process of the transitional phase of the identity of a university professor is not just a successive addition to the process of building identity, but rather Also revive (remaniement) and integration attempts, whereby new factors of a social, cultural and organizational nature intervene that can lead to important changes in the university professor's awareness of himself. These transformations

that deeply affected the psychological and physical identity, self-image and self-esteem, led to the creation of An identity crisis is summarized in the functional disorder of the university professor's culture, as sociological research confirmed the emergence of my identities, alienated from scientific research and pedagogical generosity with students, and this is not reluctance and prejudice on the part of the university professor, but the requirements of the leadership position call for the consumption of time on a permanent and continuous basis.

In the context of the duplication of the roles of the responsible university professor, the field study resulted in that he derives his professional position in the first degree from his original rank, which is the original structure in the formation of his professional identity, which strengthens his authoritarian position.

Student representations We have concluded that the professional status of a university professor rises in proportion to the degree of his assignment, regardless of the degree of his educational teaching.

The field study showed us that the higher training of the majority of the university professor contributes to the rapid integration of his professional identity, whether it comes to work and organizational procedures in themselves according to the requirements of the position and in response to the organizational culture or the formation of flexible relations with the other and its conduct through the available patterns in society the work .

The higher education of the majority of the university professor worked to shorten the times and worked to value them in order to gain professional technical organizational experience through his professional upbringing and cooperation with the indoctrination of others, as the majority of university professors were able to discover themselves and their abilities and came to build social and human relations with various The actors, in a record time, were able to discover the secrets of the profession through contact with those who have experience and are familiar with the methods of work, and thus qualified them to gain a position that they would employ in enhancing their roles and building their professional and social personality in the world of work. We mention here that there are exceptional cases to which the results of the study do not apply, and due to their small, almost non-existent percentage, they have not been published.

It calls for the need to review the system of conditions for appointment to fill senior positions and even to dismiss them, by establishing rigorous performance evaluation programs and linking responsibility with accountability and accountability in order to institutionalize the

“competency model”¹¹ On the principle of entitlement and merit to occupy these lofty tasks, this is what represents the people's valued demands for the principles of democracy, but the radical disavowal of all the authoritarian symbols representing the previous government, and in return the call for the principle of rotation of power for a matter that needs to establish a set of controls. We call on the scientific elite to cooperate between Sociologists with those involved in political science and representatives of the law not to obscure the value and role of some of the managers who represent the so-called “efficiency model”¹² As a currency that most contributes to building expertise in order to cope with pressures, and to reconsider the issue of rotating the top jobs of the state before the amputation of some figures that are considered to be the features of Algerian politics.

This is what requires from the current government action plans, the intention to circulate competitions as a means to join the public office and the adoption of selectivity with regard to appointments to positions of responsibility, and the call for the need to develop new rules that prevent a long stay in public positions as they are considered a source of slippage and excesses, and it will also work to adopt integrity And competence as two basic criteria in filling various positions in the state, through the strict framing of recruitment processes at the management level, which will be based on merit, especially through the generalization of competitions as a means to join the public office and the adoption of selectivity with regard to appointments to positions of responsibility based on training sessions for the benefit of The occupants of higher positions of a structural nature, which should not rely on experience in the field only, but must include areas of personal quality: personal qualities, human relations, effective communication and superior work performance. With the need for the proper selection of tires and scientific teams based on teaching training courses and their conformity with the requirements of professional reality after taking the opinions of university professors who hold the commanding capacity to spend in the programmed training materials in order to ensure their conformity with the needs dictated by the job in addition to the need for coordination in order to Prepare Time use that matches what is appropriate for the component and the frame. Not forgetting the necessity of setting incentives and penalties and holding examinations at the end of each session.

From the above, we conclude that the process of reproducing the structure of the professional identity of the university professor as a result of social upbringing within the overall system of society and as a result of his representations of himself and the

representations of the other direction in light of the social interaction that brings them together within the university framework as an open organizational system, has led to the melting of power. This is what led to the enhancement and appreciation of the position and role of the university professor in the development of the duality of the ego-the other through the training that contributed to the reproduction of professional technical and qualitative experience in the field of management and in return resulted in the creation of a cultural crisis, especially if we dealt with the requirements of. The position requires the individual to make adjustments in the structure of his identity in the structure of his relationship with others, as the process of the transitional phase of the identity of a university professor is not merely a successive addition to the process of building the identity, but also a revival and integration attempts, where new factors of a social, cultural and organizational nature intervene. To lead to important changes on the level. The university professor's awareness of himself, these transformations that profoundly affected psychological and physical identity, self-image and self-esteem, led to the creation of an identity crisis that is summarized in the functional turmoil of the university professor's culture, where he is unable to adopt a specific cultural pattern, which is accompanied by ambiguity in roles.

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