

The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

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Abstract: This research paper examines occupational hazard management, workers socialization, and workplace safety culture at SONATRACH TRC Bejaia. Key findings include the diverse collective behaviours towards hazards, reflecting varying individual perceptions shaped by experience, skills, and values. The study aligns with Beck's (2008) risk society theory, highlighting the importance of risk awareness for proactive management.

It also explores how shared culture, norms, and values influence work and risk representations. The study emphasizes how informal organizational learning and socialization shape risk management practices and highlights the impact of communication in educating workers.

The research notes younger workers' risk-taking as a form of self-assertion and older workers' belief in controlling risks. These insights underline the significance of socialization and communication in fostering a safety culture and guiding effective risk management practices.

Keywords: Organizational socialization ; Safety culture ; Occupational hazards ; Risk prevention ; SONATRACH

1. INTRODUCTION

The world of work is constantly facing a multitude of crises that are shaking it up and threatening productivity ever more closely (Frimousse & Peretti, 2020). The current era features significant geopolitical and financial instability. The resulting fluctuations in commodity prices on the world's main stock exchanges, the technological challenges embodied in the advent of the artificial intelligence era, and the variety of logistical constraints linked to political decisions limiting free movement and the free market all contribute to obscuring one of the major aspects of the world of work, namely, the risks it engenders.

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The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

Since the mid-1980s, academic research (Lagadec, 1981; Douglas & Wildavsky, 1983; Short, 1984; Douglas, 1985) has focused on the conditions of emergence of the new risks associated with wealth production. Since the industrial era, man has no longer worked to provide for his own needs and those of his limited community, but instead obeys the demands of the market, which is gradually becoming an increasingly complex environment of competition, where the fates of entire firms are at stake from one minute to the next. In this sense, today's companies: "...are confronted with both the challenges of changing work, impacted in particular by the globalization of markets and value chains and by the acceleration of technological and organizational change, and the challenge of quality of life at work" (Gilbert & Noël, 2021, p. 72).

Complaints relating to health and quality of life at work are a major challenge for contemporary organizations, despite the multitude of approaches often advocated as being lifesaving and leading to a palpable improvement in working conditions. In Canada, a study by Vézina *et al* (2011) suggests that 25% of workers regularly face physical and/or psychosocial constraints in their work. In France, the study by Beque *et al* (2017) highlights the disguised intensification of work and the deterioration of working conditions, all combined with a reduction in autonomy and room for manoeuvre, leading to toxic work, hostile professional behavior, risk-taking at work and burnout. The deterioration in workers' state of health raises the issue of inequalities at work, as exposure to risk factors in the workplace obeys an asymmetrical distribution according to various variables such as level of education. According to Barnay and Defebvre (2018): "The health of low-skilled workers is much more influenced than that of the most skilled" (p. 65), which already raises ethical questions about the responsibility of organizations in caring for the vulnerable categories making up their ranks.

In Algeria, recent studies continue to demonstrate the bleak face of health, safety and occupational risk prevention. Yahiaoui's study (2022) of the port sector shows the complexity and interdependence of the risks faced by workers, who often lack the training and protective equipment needed to minimize the consequences of the accidents they have to deal with. Indeed, skills in health and safety management are often under-valued, and even their acquisition does not seem to be a priority for Algerian companies.

The Algerian hospital sector is also the subject of a wealth of research on the health and safety of its workers. Boukortt-Taguine's study (2016) at Bab el Oued University Hospital reveals a high prevalence of exogenous violence risk during hospital work, estimated at 75.4%. The author underlines the devastating

long-term effects of this often hidden risk: "Work-related psychological distress [...] reaches 52% of the workforce surveyed and [...] more significantly affects victims of violence, emergency staff and staff performing shift work" (2016, p. 185). Djafri's study (2022) at Bejaia's University Hospital demonstrates the complexity of working conditions leading to the multiplication of risks among paramedical staff in the Algerian hospital context. According to the author, night work, which is quite common in this sector, is a source of risk amplification (p. 574). Indeed, the time difference causes lower performance and, above all, greater fatigue among staff, leading to greater exposure to psychosocial risks.

In the world of work, it is clear that risks eradication is impossible. Occupational risk prevention continues to focus on a range of predictive approaches, in the sense of categorizing all potential risks associated with an organization's activities, to be able to control their occurrence. Nevertheless, preventive missions seem to come up against the reality that zero risk is unattainable, and that the sociology of health is constantly demonstrating the great complexity of health and prevention in groups. Social and cultural specificities come into play in the context of interactions, negotiations and cooperation in the face of the various aspects of risk in the workplace. In addition, legislative frameworks seem to be having a greater influence on occupational risk management. "Knowing that risk exists is not enough to want to prevent it better" (Jouzel, Pélissee, & Pitti, 2022, p. 10), but several factors combine to produce a global prevention approach that guides the design and implementation of preventive strategies specific to each sector of activity and each company, incorporating elements particular to its culture and organizational memory.

It is clear that managers effectively utilize legislation to address various aspects of workplace risk, arsenals of legal texts affirm that: "The employer is required to take adequate measures to ensure the safety and preserve the "physical and mental health" of workers. These measures consist in preventing the risk, informing and training workers and putting in place suitable organization and means" (Verkindt, 2015, p. 312). This statement remains subject to varying interpretations due to a multitude of factors such as: power conflicts in organizations, the lack of legal training among company executives, the ambiguity of mechanisms for the concrete implementation of labor legislation also, the obsolescence of legislation that is often slow to adapt to realities on the ground. Yacoub (2021, p. 129) emphasizes that: "the law [organizing] accidents at work and occupational illnesses [has] become obsolete due to the emergence of new occupational risks in a modernized and digitized work environment." She also notes that Algerian workers, with their unique interpretative characteristics, are

The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

able to subvert the law in favor of socially accepted practices negotiated within work collectives. Workers' attitudes to occupational hazards are socially and culturally determined (Simard, 2012). Layman's knowledge develops alongside expert knowledge, and in part constitutes frames of reference for explaining elements relating to occupational health, safety and prevention. Culture contributes to the construction of the symbolisms surrounding occupational risks by proposing a foundation of beliefs leading to the appearance of: "meanings constructed by members of the organization in relation to occupational risks, accidents and safety at work" (Pucci & Nion, 2016, p. 07).

Positioning oneself in relation to safety and risk-taking at work would seem to be a fruitful area for sociological investigation, since it involves seeking to understand aspects of the mobilization of lay knowledge and of the norms, values and cultures internalized by organizational actors, which help to shape their interpretation of situations on an ongoing basis. Our study analyzes the dynamics of cultural internalization in response to workplace risks during the process of organizational entry. Our research problem centers on the socialization of organizational actors, exploring how actors adjust to join the work collective and the organization. It also examines how newcomers to SONATRACH, particularly in its pipeline transport branch, shape their behaviors in response to risks and prevention. This study aims to understand the health and prevention dimension of the socialization of a multitude of actors with distinct biographical histories, diverse careers and varied representations of what health, safety and prevention at work is and should be. These actors share the same social space and belong to the same work collectives within SONATRACH, an organization having unique culture and organizational memory that defines in part, what actions acceptable or not.

Thus, the questions of our study are:

- What are the factors involved in determining the behaviors of newly recruited workers in the face of occupational hazards at SONATRACH TRC?
- How does socialization contribute to the acquisition of occupational health and safety standards and values by new recruits?
- What factors determine the differences in risk perception among workers?
- What role do the symbolic representations of risks play in shaping workers' attitudes within the organization?

2. PRESENTATION OF THE STUDY AREA

The National Company for Transport and Marketing of Hydrocarbons (SONATRACH) is the Algerian leading oil and gas company, established in 1963 following the country's independence. SONATRACH is responsible for the exploration, production, and commercialization of hydrocarbons within both Algeria and internationally (Entelis, 1999). Additionally, it is the primary energy supplier at the national level, providing the majority of the country's natural gas and a significant portion of its crude oil. With over 200,000 employees, its headquarters are located in Hydra, Algiers.

Since its inception, SONATRACH has experienced impressive growth, becoming one of the largest oil and gas companies on the African continent. It has successfully maintained high production levels despite the various economic and political challenges that Algeria has faced over the years. SONATRACH is a major factor in the oil and gas sector, having significantly contributed to Algeria's economic development. Despite internal challenges, the company has managed to maintain high production levels and diversify its activities through investments in renewable energy. It remains a key factor in the global energy industry, playing an essential role in shaping the future of Algeria and the region.

SONATRACH has developed a multitude of activity branches within its structure, and pipeline transport is one of the most critical branches as long as it ensures the safe delivery of hydrocarbons from production sites to processing, refining centers, and export terminals. SONATRACH's pipeline network is one of the most extensive in Africa, with thousands of kilometers of pipelines connecting Algeria's main oil and gas fields to ports and international borders. This network includes pipelines for the transport of crude oil, natural gas, and refined products. Additionally, SONATRACH operates several transnational gas pipelines, notably those linking Algeria to Europe, such as "The Transmed" pipeline, which crosses the Mediterranean via Tunisia and Italy, and "The Medgaz pipeline", which directly connects Algeria to Spain. These infrastructures are essential to Algeria's role as a major natural gas supplier to Europe.

The Regional direction of Bejaia (DRGB) is a key hub for hydrocarbon storage and transport in Algeria. It is part of the Pipeline Transport Division (TRC) and manages the Bejaia Marine Terminal (TMB) through its oil port, located to the north of the Bejaia Port Company (EPB) quays, just beyond the marina known as "La Promenade de Léonardo Fibonacci.

The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

The Bejaia RTC direction has situated its headquarters in the Bejaia back-port area, 1 km northeast of the Scala Bridge, marking the entrance to the city of Bejaia. The Bejaia RTC direction oversees the transport and storage of liquid hydrocarbons from Haoud El-Hamra, in the municipality of HassiMessaoud in Ouargla, for maritime export. Its activities include managing three facilities within SONATRACH's transport network:

- The 24/22" OB1 HEH-Béjaia pipeline.
- The 20" DOG1-Beni Mansour-Algiers pipeline.
- The 42" GG1 Hassi-Rmel-BorjMenail gas pipeline.

The Bejaia RTC direction also manages the marine terminals through its subsidiary named STH (Company for the Management and Operation of Marine Terminals), which the French oil company SOPEG commissioned and constructed in 1959. The TMB consists of two storage parks, known as Terminal North and Terminal South. The Northern Terminal has 12 floating-roof storage tanks, each with a capacity of 35,000 m³, and 1 fixed-roof tank with a capacity of 2,900 m³. The latter receives products from the scraper station in case of valve discharge and collects purges from collectors and manifolds. The Southern Terminal comprises 4 floating-roof tanks, each with a capacity of 50,000 m³.

The complexity of the operations within this activity branch, the multitude of stakeholders involved on its working sites, the occupational hazards that are nearly omnipresent in the company's daily activities, and the risks of major technological disasters make SONATRACH TRC a perfect setting for sociological investigation. Studies (Boughaba, 2015) have confirmed that SONATRACH represents a highly fruitful case study for a better understanding of the involvement of human factors in safety management and prevention. In this regard, targeting this company arises from the significant interest in understanding the dynamics surrounding risk, safety, and prevention in the oil sector, which constitutes the primary source of funding for Algeria. Moreover, this targeting aims to verify the implementation of the recommendations of the new general declaration of the company's SHE policy adopted on March 16, 2021, which advocates for the involvement of all employees in risk management through the development of an SHE culture based on training, information, and feedback from experiences.

3. METHODOLOGY

The literature admits that studies dealing with issues related to health and prevention at work favor qualitative methodologies (Moliner & Guimelli, 2015)

and intervene with homogeneous populations in their cultural affiliations as well as in their commitments to similar social practices. In our study of supervisors and operatives at SONATRACH TRC Bejaia, we opted for the use of the semi-structured interview, which seems to be highly appropriate because of its ability to encourage interviewees to interact and appropriate statements as best they can. This technique reflects the dialogical logic and presence of the other (Moscovici & Hewstone, 1984).

In keeping with the comprehensive nature of our study, we conducted some forty interviews using a snowball sampling procedure. We chose this sampling method to focus on respondents who were likely to be able to answer our questions in advance. After identifying the characteristics of our first respondent, namely: Newness of recruitment, experience of work-related accidents and wearing the label (Lacaze, 2008) of "risk-taker" in the company, then, every respondent steered us towards the next respondent until we reached methodological saturation (Guest, Bunce, & Johnson, 2006), which became apparent in the redundancy of responses.

Having built up the corpus of interviews, we applied the method of thematic analysis to identify significant ideas and categorize them. Negura(2006, p. 12)states: "The aim of thematic analysis is to identify fundamental semantic elements by grouping them into categories. Themes are basic semantic units, i.e. they are indifferent to judgments or affective components".

After we fully transcribed the interviews we conducted, which involved a rigorous word-for-word transcription including pauses, hesitations, exclamations, and so forth, we proceeded to anonymiz the data by modifying certain statements, such as proper names and some sensitive information identified by the respondents. The next step involved choosing a format and structure for the transcription documents, which allowed us to ensure the coherence of the raw text and facilitate the identification of lines and paragraphs containing various statements for future traceability.

We then began an immersion phase, repeatedly reading the assembled corpus to gain an overview and familiarize with the data. This involved making margin notes about general impressions, emerging ideas, and points of interest. During the data-coding phase, we initially relied on open coding, identifying text segments that held meaning (units of meaning) and labeling these segments to name the new category assigned to each unit of meaning. This process enabled us to track the hierarchy of all emerging categories from the corpus that relate to the

The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

research questions, provided they contain a set of units of meaning connected to those questions.

It is important to highlight the implications of axial coding, which allows us to demonstrate the existence of a second level of categories that can emerge from the corpus. In vivo coding facilitates this, which creates codes based on the exact words of the participants, thus contributing to the development of less prominent but necessary second-level categories during the analysis phase.

This methodological approach enabled us to identify the factors involved in determining risk postures within this company, and to understand how the acquisition of norms and values relating to occupational health and safety helps to shape social representations of risk, risk-taking, and prevention in an organizational context. Through thematic analysis, we systematically explored the recurring themes in the data, allowing us to highlight key concepts and patterns that reflect workers' perceptions and behaviors regarding risk.

By cross-referencing various themes, such as risk collective behaviors, attitudes towards safety protocols, and perceptions of hazards, we examined how these elements, alongside worker training and management's communication strategies influence the broader safety culture within the organization. The analysis revealed a range of risk-related attitudes, including aversion, denial, and acceptance of risk. These risk postures shape a collective understanding of how workers perceive and practice safety across different roles and levels of experience.

The identification of units of meaning related to informal interactions allowed us to map out how workers construct these shared understandings of safety, often in ways that complement or challenge the official safety protocols. For example, while formal training emphasizes adherence to safety norms, informal socialization practices may encourage risk-taking behaviors, especially when tied to concepts of professional resilience or risk as an inherent part of the job.

Through qualitative analysis, we were able to explore these deeper subjective dimensions of risk perception, highlighting the beliefs, social incentives, and dynamics that influence both individual and collective behavior in the workplace. While younger workers might engage in risk-taking as a form of social validation, older workers sometimes justify risk-taking through a narrative of professionalism and necessity. This framing indicates that workers not only see risk as part of the job but also view it within the social dynamics of the workplace,

where resilience and professional identity play significant roles.

. This thematic and qualitative approach has highlighted the challenges faced in fully implementing safety measures, while offering insights into the mechanisms that influence the company's efforts to foster a more consistent culture of prevention.

4. RESULTS

By processing and analyzing the data from our study, we were able to arrive at results relating to the research questions raised by our problematic, which revolved around work socialization and prevention in the workplace.

As already confirmed by other studies (Appéré & Bonnieux, 2003; Mandana Bambenongama & Likwela, 2013), we were able to report on the existence of a multitude of risk behaviors within the organization. The responses addressing these differences in perception, the varying viewpoints on health, safety, and prevention, as well as the different attitudes toward risks, represent 24% of the overall content that emerged from the 40 interviews conducted. Indeed, it was possible to identify the prevalence of aversion, denial and risk-taking attitudes in respondents' statements, according to Salim: "Risk is inevitable and part of the job" [Salim, 38, Maintenance Technician, Exp 1 year]. Mohammed maintains that: "It would be impossible to spend all one's time monitoring the various dangers and hazards associated with the company" [Mohammed, 35, Electronics technician, Exp 2 years], which calls for a prioritization of work processes.

Workers rarely understand socialization in its academic connotations, a social science concept, but all the same, all our respondents proved capable of admitting the existence of a learning process through which they have all passed, we mean here the informal learning that takes shape in the reciprocal influences between members of the organization.

We have been able to demonstrate the existence of a link between the content of socialization and the determination of risk behaviors. Accident stories, often recounted by older workers, allow new arrivals to build up a collective imaginary around the conditions leading to the occurrence and concretization of work-related danger. In contrast, older workers often recount past experiences, especially those involving workplace accidents, which act as informal lessons or rites of passage for newer employees. According to our data analysis, the most experienced workers in our sample represent 35%, which represents 14 respondents. We estimate the recurrence of themes related to experiences and accident narratives at 33.5%, which accounts for just over one-third of the corpus.

The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

This highlights the significance of collective memory among these workers in shaping their attitudes and explaining their approaches to risk.

These narratives contribute to the collective imaginary around safety, reinforcing certain risk behaviors as normalized or even acceptable in the organizational culture. These shared stories, discussed in informal settings, transmit not only essential safety knowledge but also shape the social representations of both risk and prevention strategies. According to Achour, a worker with 17 years of experience: "I always try to explain to the younger workers that accidents are closer than they think. I give them examples of what I have seen and experienced throughout my career"[Achour, 46, SHE Technician, Exp 17 years]. Informal communicative exchange contributes not only to the education of workers in the face of risk, but also and above all to the construction of accepted collective representations of work, risk behaviors and the risks themselves.

Our data indicates that the youngest members of the population predominantly engage in risk-taking, but also by the oldest. Analyzing the 26 interview transcripts with young workers reveals the role of self-esteem in this group, which appears more focused on seeking recognition from colleagues and superiors. This variable represents 29% of the corpus and notably recurs across several categories emerging from the analysis. The youngest category views risk-taking as a way to gain self-esteem within the organization. It is a quest for recognition by peers; they demonstrate the qualities of courage and daring, which collective representations accept as virile characteristics. It is an affirmation of masculinity; this will enable them to identify with work collectives in occupations that social representations consider masculine.

The emergence of categories during our analysis unveiled distinct attitudes towards risk-taking and compliance with safety norms, revealing contrasts not only between younger and older employees but also across varying work roles. Among younger workers, who represent 65% of our respondents, risk-taking often emerged as a strategy for gaining social recognition within the organization. Identity construction sometimes drives risk-taking behavior, workers in roles socially perceived as "masculine" often view risky actions as demonstrations of courage and competence, qualities the workplace culture values. In this sense, Walid states: "I cannot allow myself to show my fears; I feel compelled to project an image of strength and determination at work"[Walid, 31, Operator, Exp 2 years].

Among older workers, risk-taking seems to take shape more with the aim of counteracting the temporal demands of work, and draws its sources from the illusion of risk mastery. In this sense, the analysis highlights the recurrence of complaints related to time and workload among the most senior workers. These complaints represent 16% of the content in the responses from the 14 most senior workers in our sample. These complaints serve as an indicator of factors that determine and reinforce differences in risk perception. Thus, following the accumulation of work experience, workers end up taming risk and making it invisible, it becomes an acceptable risk in representations of time where, despite its presence but, it provides a basis for getting the job done with less effort.

Occupational risk prevention policies do not seem to take sufficient account of social representations of risk. Efforts often impose behaviors and postures on workers regarding risks deemed unacceptable. Preventive work seems to focus primarily on addressing these representations. Ahmed affirms: "I don't understand why a truck driver has to wear a helmet" [Ahmed, 39, Operator, Exp 2 years]. This statement asserts that wearing a helmet symbolizes protection against the risk of falling objects, but it would have been different if the respondent had had a more symbolic representation of wearing this equipment. Our interview corpus is composed of 21% concepts and discursive productions that involve or allude to symbolic representations, specifically those related to health, safety, and prevention.

These symbols convey collective understandings of safety and danger through language, imagery, or practices. Safety signs, protective gear, and stories of past accidents reinforce awareness and adherence to safety protocols. In workplaces, these representations shape a shared safety culture, influencing how workers perceive and manage risks. They guide both individual and collective actions, fostering responsibility for health and prevention.

5. ANALYSIS AND DISCUSSION

The findings reveal a multifaceted understanding of risk behaviors in the workplace, aligning with previous studies that emphasize the complexity of these behaviors among workers (Appéré & Bonnieux, 2003; Mandana Bamenongama & Likwela, 2013). The 24% representation of responses related to differences in perception and varying attitudes toward health and safety highlights a significant area of concern, particularly in how workers navigate their environments.

The identification of risk behaviors such as aversion, denial, and risk-taking in the statements of workers is particularly compelling. Salim's assertion reflects a

The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

normalization of risk within the workplace, suggesting that workers may have internalized certain dangerous practices as part of their occupational identity. Mohammed's statement on the impracticality of constant vigilance regarding hazards echoes this perception, indicating that workers prioritize work processes over safety concerns.

The analysis underscores the concept of socialization in a broader sense. While workers may not articulate socialization as a formal academic construct, their acknowledgment of informal learning processes suggests a strong understanding of the dynamics at play within their organization. The stories shared by older workers serve as vital lessons for newer employees, contributing to a collective imaginary that informs their understanding of risk.

The emphasis on collective memory, as illustrated by the prevalence of accident narratives, is particularly noteworthy. These stories not only convey essential safety knowledge but also reinforce cultural norms surrounding risk-taking. The fact that 33.5% of the corpus consists of themes related to experiences and accident narratives points to their significance in shaping attitudes and perceptions of risk. The role of older workers in recounting past experiences underscores the importance of their contributions to the safety culture within the organization.

The distinction between younger and older workers' attitudes toward risk is a key finding in this research. The younger workers' engagement in risk-taking as a means of gaining social recognition reflects a profound connection between identity construction and workplace culture. Walid's expression of the desire to project strength and determination highlights how masculinity intertwines with risk behaviors. This pursuit of recognition and affirmation among younger workers may also perpetuate unsafe practices, suggesting a need for targeted interventions that address these identity-driven motivations.

The data analysis also shows how temporal demands and the illusion of risk mastery influence older workers' attitudes toward risk. The complaints related to workload and time among senior workers indicate that, over time, they may have developed a tolerance for risk that aligns with their experience and understanding of work processes. This phenomenon raises important questions about how certain contexts normalize risk, potentially leading to complacency and increased vulnerability to accidents.

The findings indicate a significant gap between occupational risk prevention policies and social representations of risk, highlighting an important area for

improvement. Workers' perceptions of safety measures, including Ahmed's confusion about the necessity of wearing helmets, illustrating that people often overlook symbolic representations of safety. This highlights the need for safety policies to consider the cultural context and meanings associated with protective measures, ensuring that workers understand their purpose and importance.

6. CONCLUSION

Through the analysis of our study data, we uncovered critical insights regarding work socialization and risk prevention within the workplace. Our findings, consistent with previous research (Appéré & Bonnieux, 2003; Mandana Bambenongama & Likwela, 2013), confirmed a wide array of risk behaviors within the organization. Workers' perceptions of health, safety, and risk shaped these behaviors, which range from aversion to acceptance of risk. Some statements illustrate these diverse viewpoints.

The study showed that the informal socialization process played a pivotal role in shaping workers' attitudes toward risk, even though respondents did not frame it in academic terms. Accident narratives, frequently shared by older, more experienced workers, accounted for 33.5% of our data and contributed to the collective imaginary that younger workers draw upon to manage risk. These stories act as informal lessons and rites of passage, passing down critical safety knowledge and shaping risk perceptions across the organization.

Generational differences emerged as a key factor in risk behavior. Younger workers, who made up 65% of our sample, frequently engaged in risk-taking behaviors to gain social recognition, particularly in roles culturally perceived as "masculine". This quest for validation accounted for 29% of the themes derived from the interviews with younger employees. In contrast, older workers (35% of the sample) justified risk-taking as a strategy to manage time and workload, often normalizing risk based on their accumulated experience. Complaints from senior workers, which comprised 16% of their responses, further underscore how work demands shape their perceptions of risk.

Crucially, the study identified a significant disconnect between the organization's occupational risk prevention policies and the social representations of risk held by workers. These policies tend to impose formal safety behaviors without considering the symbolic meanings attached to such practices by employees. Our analysis revealed that 21% of the interview content referenced symbolic representations of health, safety, and prevention, emphasizing the need for risk prevention strategies that engage with these cultural dimensions.

The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

The integration of these findings with our methodological approach allows us to draw broader conclusions about the social dynamics of risk at SONATRACH TRC Bejaia. Our semi-structured interviews and thematic analysis shed light on the complex interplay between formal safety protocols and the informal socialization processes that shape workers' behaviors. Diverse risk postures, influenced by generational differences and social expectations, demonstrate the need for prevention strategies that account for these varying perspectives.

This study also highlighted how informal learning, especially through the transmission of accident narratives by senior workers, plays an essential role in shaping younger employees' attitudes toward risk. While younger workers engage in risk-taking to gain social recognition, older workers view risk as a normalized part of their job, driven by time pressures and experience. These generational differences point to the necessity of tailored prevention policies that move beyond a one-size-fits-all approach.

This research offers a nuanced understanding of the factors shaping risk perceptions and behaviors within the organization. The findings suggest that prevention strategies must address both the symbolic and cultural dimensions of risk alongside formal safety protocols to foster a more resilient safety culture and improve employee well-being.

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The Role Of Safety Culture And Organizational Socialization In Occupational Risks Prevention At Sonatrach TRC BEJAIA

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