PROFESSIONAL ADAPTATION OF NEW EMPLOYEES WITHIN THE ORGANIZATION

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Abstract
Along with integration, adaptation to the workplace plays a very important role for both the individual and the organization.
Adaptation occurs when there is a change at the organizational level (changing the job position, changing the value objectives, technological developments, etc.), or when it occurs directly at the individual.
The individual can change their conceptions, their opinion about the company, their motivation, or when the employee has reached another point of maturity or professional career and wants to change his or her job.
Organizations select those people who have similar abilities and aptitudes, and if they were wrongly selected, they will at some point leave the organization due to inadequate work.
Adaptation in work refers to learning how to respect the behavioral model specific to the integrating environment.
The individual becomes aware of all their obligations (discipline at work, labor safety rules, manufacturing technology, behavior in the workgroup and in the collective, etc.), and gradually gets used to them.

Key words *:* new employee , adaptation, job , organization

INTRODUCTION

Adapting to the work is manifested by the satisfaction of the individual to the working environment and satisfaction to place the work to the individual contribution to achieving its goals.

The satisfaction and the ability to provide satisfaction have resulted in a lasting working relationship. The dimension of this duration can be predicted by the correspondence between the professional personality and the working environment .

The professional personality and the work environment can be described by the same size structure, which can be measured by means of common variables .

Adapted , it was enunciated by Dawis and Lofquist around two fundamental concepts:
a) the work environment, which means the organizational context that governs the work activities (objectives, resources, tasks, regulations, etc.)

b) professional personality (work personality), which means the resources and individual characteristics of the employees in the work process.

MATERIAL AND METHOD

The methods used in this study were different: the historical method, the comparative method, the sociological method, the logical method and the analytical one, their aim was the systematic analysis of the information selected from the sources studied in order to develop personal points of view and conclusions about the stated objectives.

RESULTS AND DISCUSSION

The adaptation of the human factor to his profession takes place on a double path:
- from the outside through the human resources management
- from the inside by adapting the work factor to the requirements and conditions of the professional activity

The adaptation of the human factor to the requirements and conditions of the professional activity will be done through the following psychic subsystems:
- the cognitive subsystem
- the affective subsystem
- the motivational subsystem
- adaptation processes.

The adaptation processes consist of:
- „the acquisition of knowledge and skills that the work process demands
- integration into the environmental environment in all its aspects, starting from the physico-chemical environment to the process and ending with the social environment " [1]

The beginning of the adaptation process cannot be determined exactly, because some believe that this process takes place right from the moment of reading the employment announcement.
The adaptation program can last from several weeks to several months, so it varies between two extremes:

l. The simplistic approach of checking the fumigation of the essential information

2. Formally organized packages to ensure professional adaptation of video messages, group activities, etc. This is a more expensive procedure

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[1]Scholz, M.M. (2000). Managementul resurselor umane. București: Editura Economlca. 19. Sulea, C. Pagina 2000 pagina 91

and is carried out outside the workplace, involving people who have a higher status in the respective organization.

It usually occurs at certain time intervals when several newcomers are registered.

Following the recruitment process, when the human resources specialist acquires information about the candidate's skills and capabilities, he or she can develop an individual development plan to facilitate the adaptation process. [2]

Scholz believes that success and professional stability are part of the adaptation process, which is more complex than the integration process.

,,Thus, the professional stability of an individual depends on:
- emotional stability. Instability is the main cause of maladaptation
- self - image
- the attitude towards work and towards the person. Smith, Bruner and While say that "an attitude is a predisposition to experiment, to be motivated and to act in relation to a class of objects and in a predictable way"[3]

Along with integration, adapting the workplace plays a very important role for both the individual and the organization.
Adaptation occurs when a change occurs at the organizational level (changing the job description, changing objectives, values, technological developments, etc.), or when it appears directly to the individual.

The individual can change their conceptions, their opinion about the company, their motivation, or when the employee has reached another point of maturity or professional career and wants to change his or her job.

Counterproductive behavior, antisocial behavior, workplace deviance or dysfunctional component are names used in the literature to show a dark side of organizations, namely counterproductive behaviors 1a workplace.

"Counterproductive behaviors are voluntary actions of employees, at or in the workplace, whose results are appreciated by the organization as harming its interests.

The fundamental elements of this definition are:
- the counter-productive character
- the intentional character
- expressing the vision of the organization

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[2]Martin, M. și Jackson, T. (2008). Practica de personal. București: Editura Codecs
[3] Scholz, M.M. (2000). Managementul resurselor umane. București: Editura Economlca.
19. Sulea, C. Pagina 2000

"The deviance of employees is defined as voluntary behavior that violates organizational norms and thus threatens the well-being of the organization and / or its members" [4]

McGregor has two theories about human behavior:

1. The assumptions of the "X" theory on human behavior are:
- the human being is averse to work and seeks to avoid it if possible
- for this reason most people must be constrained, controlled, guided or threatened with punishments in order to deter them from making an effort to achieve the organization's objectives
- the average human being prefers to be guided, wants to avoid responsibility, has relatively low ambitions and wants safety above all 2.

2. The "Y" theory hypotheses on human behavior
- ordinary people do not have an inherent aversion to work: depending on conditions, it can be a source of satisfaction or punishment
- people will exercise their self-direction and self-control in the service of the goals entrusted to them, when they feel involved
- the average human being learns, under appropriate conditions, not only to accept but also to seek responsibility. Many people are able to contribute creatively to solving the problems of the organization, but some are not required "[5]

Counterproductive behaviors in the workplace can be classified as follows:
1. Organizationally oriented behaviors: theft, sabotage, absenteeism, delays, alcohol and / or drug use, intentional mistakes
2. Interpersonal behaviors: gossip, verbal abuse
3. Minor / serious behaviors: spread of rumors, aggression, violence (Şulea, 2004).

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[4] Robinson, S.L., Bennett R.]. (1995). A tipology of deviant workplace behaviours: A multidimensional scaling study. Academy of Management Journal, pagina 556
[5] . Modrea, A. (2013). Managementul resurselor umane. Târgu Mureş: Editura Universitatea Petru Maior.

CONCLUSIONS

According to the literature, the stages of the integration process are: introducing the employee into the organization, accommodating the employee within the organization, training at the workplace and managing the role.

Also, the specialized literature provides us with a series of integration models, the most common being the map of the meeting , the seminar and the visits to the company.

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