

WORKSHOP ON ORGANIZATIONAL SOCIALIZATION OF NEWCOMERS

19 MAY 2011 (Thursday)

8.30 a.m - 1.00 p.m

**EXECUTIVE DEVELOPMENT CENTRE (EDC)
UNIVERSITI UTARA MALAYSIA (UUM)**

SYNOPSIS

The process of adjusting to a new job and its environment can either be very smooth and natural to some individuals, or rather hard and confusing to others. Thus, there is a need for the newcomers to understand the process of organizational socialization, in order to adjust themselves to their new workplace environment. The newcomers also need to realize some of the individual factors (personality and experience), proactive behavior (engagement in workplace learning activities) and organizational factors (socialization tactics) which could possibly influence the process of socialization. By acknowledging these factors and see how they interrelate with one another, the newcomers will be able to feel more accepted, become more comfortable and would eventually fit nicely in their workplaces. This would ultimately lead to better job performance.

LEARNING OUTCOMES

By the end of the workshop, participants will able to,

- Reflect on their own organizational socialization experiences
- Identify the phases of organizational socialization that they are currently at
- Acknowledge the individual and organizational factors that influence socialization, workplace learning and job performance of the newcomers
- Discuss the type of formal and informal workplace learning activities that they are exposed to and/or involved in.

WHO SHOULD ATTEND

Newly recruited tutor or junior lecturers (less than 2 years of service)