

The Role of Social Support in Mitigating the Risks of Job Alienation for Irregular Labor Groups at Aswan University

Prof. Dr Hanaa Aref Ahmed Mohamed

Professor and Head of Social Group Work
Department- Faculty of Social Work -Aswan
University

Dr. Adel Khalaf Hassan Ahmed

Lecturer of Social Group Work Department- Faculty
of Social Work - Aswan University

DOI: 10.21608/fjssj.2025.416894.1332 **Url:** https://fjssj.journals.ekb.eg/article_458712.html

Recived: 23/8/2025.

Acceptance: 27/9/2025.

Puplication: 20/10/2025.

citation: Mohamed, Hanaa Aref Ahmed Mohamed & Ahmed, Adel Khalaf Hassan (2025) The Role of Social Support in Mitigating the Risks of Job Alienation for Irregular Labor Groups at Aswan University, future of social sciences journal, vol.(23) issues.(3), p-p: 79-112.

2025

The Role of Social Support in Mitigating the Risks of Job Alienation for Irregular Labor Groups at Aswan University

Abstract:

The current study aimed to determine the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university. the study is considered one of the descriptive analytical studies that relied on the comprehensive social survey approach for irregular labor in the faculties of aswan university, numbering (217) individuals. The results of the study reached the identification of the role of support (informational - emotional - material) in mitigating the risks of job alienation for irregular labor groups at aswan university. The study came out with a set of proposed mechanisms from the perspective of social group work method to activate the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university.

Keywords: Role, Social Support, Job Alienation, Irregular Labor.

المستخلص:

هدفت الدراسة الحالية إلى تحديد دور المساندة الاجتماعية في التخفيف من مخاطر الاغتراب الوظيفي لجماعات العمالة غير المنتظمة بجامعة أسوان، وتعتبر الدراسة من الدراسات الوصفية التحليلية التي اعتمدت على منهج المسح الاجتماعي الشامل للعمالة غير المنتظمة بكليات جامعة أسوان وعددهم (٢١٧) مفردة، وتوصلت نتائج الدراسة إلى تحديد دور المساندة (المعلوماتية- الوجدانية- المادية) في التخفيف من مخاطر الاغتراب الوظيفي لجماعات العمالة غير المنتظمة بجامعة أسوان، وخرجت الدراسة بمجموعة آليات مقترحة من منظور طريقة خدمة الجماعة لتفعيل دور المساندة الاجتماعية في التخفيف من مخاطر الاغتراب الوظيفي لجماعات العمالة غير المنتظمة بجامعة أسوان.

First:Study problem.

Irregular labor represent a broad sector of society whose role cannot be overlooked in any way, as they are the human resource that contributes to pushing the development process forward. Since these workers are the wheel of development, they have requirements that include raising their standard of living, satisfying their basic material and moral needs, and achieving their ambitions in life. (Abdul-Azim, 2023, p. 523)

Job alienation is a psychosocial phenomenon that affects informal labor at university. This phenomenon leads to a decline in their

performance, which affects the work process, and leads to feelings of tension, anxiety, and poor psychological adaptation. The process of alienation appears when life pressures increase on a person, preventing him from using his potential and capabilities, and thus preventing him from achieving his ambitions and self. He feels that he is living as a stranger or an outcast in a world that is not suitable for him. The phenomenon of job alienation has become a daily routine and an integral part of the employee's daily life, due to the lack of real meaning to the real goals of work, frustration, the lack of purpose in work, and environmental, material, and moral problems. (Montaser, 2023, p. 362) Al-Awadhi (2020) The objective of this study is to Job Alienation of expatriate employment among workers in educational institutions in the State of Kuwait in terms of its causes, effects and ways of coping. The results of the study showed that the distinction between workers and their lack of participation in decision-making was one of the most important forms of suffering of the two years resulting from the Job Alienation, while the lack of performance reports for objective criteria and failure to observe the exact specialization in the performance of work were among the most important reasons Leading to the Job Alienation. Al Hosani(2020) study found that organizational justice, employee commitment, organizational trust, and employee communication strategies play a significant role in mitigating employee alienation during the merger period.

Alienation in work institutions is a dangerous phenomenon because it affects the employee's relationship with the institution in which he works, to which he must be loyal. His alienation from it has dire consequences for both parties and often ends in an unsatisfactory ending. (Al-Qarni, 2019, p. 562) Al-Qamati's(2022)The results of study showed that the work conditions and the environment surrounding the employee are the biggest cause of the emergence of job alienation. The study recommended focusing on incentives, activating them, and linking them to the results of performance evaluation among employees, and increasing the involvement of employees in developing development plans and making decisions because this participation would strengthen the relationship between employees and their management, which is reflected positively in increasing job affiliation with the organization. Bougherza(2024) The objective of this study is to examine the nature of the relationship between the internal work environment including its all-encompassing dimensions (organizational

structure, participation in decision-making, incentives) and job alienation in Higher education institutions the research underscores a significant correlation between the internal work environment, encompassing its various dimensions, and the prevalence of job alienation among faculty members at Jijel University. Mohamed(2024) study aimed to find mechanisms to reduce alienation to improve the job performance of employees in the Egyptian government sector.

The irregular labor category is one of the categories that the social work profession is concerned with in order to provide all forms of social, economic, and educational care, and in view of the problems they are exposed to, whether social, economic, or educational problems that affect their personal lives. (Abdul-Azim, 2023, p. 535) Marai (2022) study concluded, which is the necessity of creating legal mechanisms to ensure the protection of irregular labor from violence, providing a safe and healthy environment for them, and activating the role of civil society organizations in implementing special programs to address the problems of irregular labor. Hassan (2025) study concluded that the use of the empowerment model from the perspective of general social work practice was effective in alleviating the severity of the problems facing irregular labor.

Social group work is one of the professional methods of social work that aims to help informal workers learn how to get along with others and perform what is expected of them socially. Therefore, it aims to educate and train group members to acquire experiences, skills, and social relationships. (Mankarios, 2016, p. 204) Social support is considered one of the methods in social group work, which is an important source of effective psychosocial support that irregular labor need, as the amount of support and the level of satisfaction with it affect how the worker perceives life events and the methods of dealing with them and their repercussions on his health, as the social support that the worker receives from the different groups to which he belongs (family, friends, neighbors, colleagues) plays a major role in reducing the negative effects of the bad events and situations to which he is exposed (Ahmed, 2017, p. 926). Saleh (2008) The results of showed that there are aspects of social support enjoyed by workers, which are in the following order (family support - colleague support - relatives support - supervisor support - management support), the study recommended giving the worker a greater sense of responsibility in performing his work, and giving the worker confidence in performing

some tasks. Zaid (2023) study showed a statistically significant effect of social support on job burnout among employees, as emotional support was the most influential dimension of social support on job burnout, followed by companionship support (work colleagues, work supervisors), then performance support, informational support, and discretionary support. Khalil (2025) study indicated that social support appears in aspects of the daily life of working women by identifying needs under normal or stressful life circumstances, and determining the possibility of obtaining support from others to meet those needs.

In light of the above the researchers drew on previous studies to understand and formulate the study's hypotheses, problem, and tools. However, the current study differs from the aforementioned studies in the following ways:

- None of the previous studies addressed the risk of job alienation for irregular labor groups at aswan university, which prompted the researchers to conduct the current study.
- The current study differs from previous studies in its use of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university, a point not addressed by previous studies.
- Accordingly, the study problem was defined by the following question: What is the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university?

Second: Study Importance.

1. The researchers noticed, through their work experience and interaction with these irregular labor, a decline in morale and a rise in their sense of alienation recently, which ultimately leads to a decrease in their level of performance and an increase in their sense of frustration, which negatively affects the university's achievement of its goals.
2. The phenomenon of job alienation is one of the phenomena of modern society and it has a dangerous nature in the field of employment. It affects workers, especially irregular labor, and causes a tangible disruption in their performance of their jobs and roles.
3. The results that the study will reach with the aim of proposing some solutions to the risk of job alienation suffered by members of the study community, which may benefit decision-makers.

4. The importance of highlighting the relationship between social support and the risks of job alienation, so that the study becomes a fertile field for providing researchers and workers in this field with the ability to work with this group according to these variables and benefit from the results that the current study will reach, through which the university faculties will work.
5. The general objective of social group work method is to create and support the motivation for change among the irregular labor group , which works on The irregular labor learns appropriate social behavior and acquires social standards of behavior through social interaction that occurs within the group, the irregular labor finds pleasure and satisfaction in his work with the group, his thinking develops, he expresses himself, and he becomes able to solve his problems.

Third: Study Objectives: The main objective of the study is to determine the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university.

This primary purpose can be implemented through achieving the following sub-objectives:

1. Determining the role of information support in mitigating the risks of job alienation for irregular labor groups at aswan university.
2. Determining the role of emotional support in mitigating the risks of job alienation for irregular labor groups at aswan university.
3. Determining the role of material support in mitigating the risks of job alienation for irregular labor groups at aswan university.
4. To arrive at proposed mechanisms from the perspective of the social group work method to activate the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university.

Fourth: Study Hypotheses.

- 1) The first hypothesis of the study: “It is expected that the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university will be high.” This hypothesis can be tested through the following dimensions:
 - A. The role of informational support.
 - B. The role of emotional support.
 - C. The role of material support.
- 2) The second hypothesis of the study: “There are statistically significant differences between the responses of irregular labor

according to some demographic variables (gender/nature of faculties/place of residence) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university .”

- 3) The third hypothesis of the study: “There is a statistically significant difference between the responses of irregular workers according to some demographic variables (age groups/marital status/educational qualification/experience groups) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university.”

Fifth: Study Concepts: The two researchers defined concepts of the study as follows:

1. **Role:** It is defined as “a model that is centered around certain rights and duties and is linked to a specific status within a group or a specific social situation. The role of a person in any situation is determined by a set of expectations that others hold as well as the person himself.” (Ghaith, 2000, p. 39).” procedurally defined as It is a set of tasks and duties assigned to the university to provide support, whether informational, emotional, or material, to irregular labor in order to mitigate the risks of job alienation.
2. **Social Support:** It is defined as “the organization’s interest in providing opportunities for social relations and spreading the spirit of cooperation and harmony among employees, which works in two directions, both for the benefit of the individual and the organization. On the one hand, it increases the individual’s responses at work because it fulfills important needs such as security, acceptance, and belonging. On the other hand, it works as a buffer zone or a stress reliever, as this is done through sympathy and providing assistance.” (Al-Quiz, 2016, p. 320) It is procedurally defined as providing informational, emotional, and material support to irregular labor at university , helping them increase their work motivation and sense of belonging.
3. **Job Alienation:** Alienation can be defined as an individual’s diminished harmony with their social, cultural, and natural environment, particularly their diminished control over their immediate environment, which causes loneliness and despair (Ghaleb, 2024, p. 207). Job alienation is defined as “the alienated employee’s estrangement from positive feelings about his job, its

goals, and a decrease in his motivation toward his work.” (Çiftci, 2021, p. 95). It is procedurally defined as The feeling of irregular labor at the University as a result of poor social interaction between them and all the university staff. They also felt that the university was not a suitable place for them, which led to a decline in their sense of belonging and loyalty to it.

4. **Irregular Labor:** the names of irregular labor may vary, including temporary labor, irregular labor, or seasonal labor. Despite the diversity of these names, they all share the fact that they describe a category of workers in society, who perform a group of crafts or work in the qualitative services sector in society, whether individually or collectively, and whose role often ends once the required service is completed. (Ehsan, 2020, p. 834) It is procedurally defined as They are irregular labor at Aswan University faculties, do not have a fixed income, and face many challenges related to the lack of job stability.

Sixth: The theoretical direction of the study.

1. **Social support:** the dimensions of social support are defined as follows: (Hussein, 2020, p. 298)
 - A. **Information support:** This involves providing irregular labor with advice and skills that can help mitigate the risks of job alienation resulting from stressful situations at work, as well as providing information that helps workers evaluate their personal performance.
 - B. **Emotional support:** This is everything provided by family, friends, colleagues, and employers towards irregular labor, including showing positive feelings, embracing workers, and providing care and attention to them.
 - C. **Material support:** This is represented by providing any material support to the irregular labor, to a certain extent, from those around him at work and in society, directly or indirectly, with the aim of helping him overcome his financial problems and supporting him in times of hardship.
2. **The Risks of Job Alienation for Irregular Labor Groups at Aswan University.**
 - A. **Loss of control:** This refers to the feeling of irregular labor that they cannot influence the social situations with which they interact. Here, the expatriate worker is unable to determine his fate, influence the course of major events, or make important

decisions that affect his life and destiny, and is thus unable to fulfill his potential.

- B. **Meaninglessness or loss of meaning:** This is the feeling of immense emptiness felt by irregular labor due to the lack of fundamental goals that give meaning to their lives, determine their directions, and motivate their activities.
- C. **Normativity:** This is the feeling among irregular labor that illegitimate means are required and necessary to achieve goals. This condition arises when social values and norms disintegrate and fail to control and regulate individual behavior.
- D. **Social isolation :** This is the feeling of alienation and isolation of irregular labor from the cultural goals of society. In this case, the worker does not feel a sense of belonging to the job.
- E. **Self-alienation:** This is the feeling of irregular labor that they are unable to find self-rewarding activities. This means that the worker does not derive much satisfaction or self-sufficiency from his activities, loses his connection to his true self, and is unable to feel his self and existence except in rare cases.

Seventh:Theoretical guidelines for the study.

- 1) **Social exchange theory:** the proponents of social exchange theory emphasize that providing material, psychological, mental, and performance assistance is intertwined in the exchange relationships between individuals, and that the need for it increases among the recipient of support, especially in stressful situations. Those with him in the social network of relations need to provide him with support and assistance at all levels, material, moral, performance, and others. (Buunk, 2013, p. 469) the social exchange theory is based on the following main components: (Attia, 2005, p. 58)
 - A. The social exchange theory is based on the interaction process in which the specialist, members, and the group participate, which continues for a long period of time, as long as the group's goals continue. The specialist aims to influence the group process so that decisions are made as a result of the exchange and integration of opinions.
 - B. The exchange theory is linked to the necessity of identifying the types of relationships that have formed within the group within the framework of the interaction process. These relationships may be formal or informal, but they result in particular as a

result of the existence of the exchange process between the members of the group.

- C. The basic components of the exchange theory are also the basic goals and common interest of the group members, as exchange in the service of the group is considered one of the influential processes in directing the members towards achieving the collective goal, or the collective goal may lead to directing the exchange process through collective life.
- D. The reciprocal theory is linked to the functional organizational framework that distinguishes the group from other groups, as within the framework of this functional organization, reciprocity is achieved between the members and the group.
- E. Reciprocity consists of social, technical and professional skills that can be used within the framework of group life. The more a member is able to participate in group situations, the more he is able to participate in group situations, the more he will influence the thinking of other members and be influenced by them.
- F. Reciprocity is based on achieving the satisfaction of the members, and this is achieved by providing each member with the opportunity to participate in the exchange process.

2) Benefits of social exchange theory in this study:

- A. The theory helps enhance job satisfaction for irregular labor , as irregular labor feel they are treated equally with others, which increases their loyalty to the university.
- B. The theory helps improve relationships between colleagues at work, leading to a safe work environment based on cooperation and exchange of experiences.
- C. The theory helps increase the motivation and productivity of irregular labor at the university, when the irregular labor feel that their efforts are appreciated by their head of work.
- D. The theory helps achieve work-life balance for irregular labor , reducing stress and job alienation for irregular labor , and increasing overall satisfaction.
- E. The theory helps build strong relationships between irregular labor and head of work., which positively impacts their work performance.

Eighth: Methodological Procedures of the Study.

(1) Study methodology:

This study is one of the descriptive studies that aims to monitor, describe and analyze the reality of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university, arriving at proposed mechanisms from the perspective of the social group work method to activate the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university. This is done by citing in this description, monitoring, analysis and conclusion the data of the literature, scientific theoretical frameworks, and the results and implications of the applied field frameworks of the study. The study relied on using the comprehensive social survey method for irregular labor in the faculties of aswan university, numbering (217) items, in addition to (10) items to conduct validity and reliability tests. Their distribution is as follows:

Table (1) shows the distribution of irregular labor in the study community.

N	University faculties	Number of irregular labor	Stability sample
1.	theoretical faculties	130	5
2.	scientific faculties	87	5
Total		217	10

(2) Dimensions and sources of the study:

Main dimensions	Sub-dimensions	Dimension sources
The role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university	The role of information support	The most important sources of these dimensions were identified by referring to the theoretical heritage guiding the study, as well as previous studies related to the research issue of the study
	The role of emotional support	
	The role of material support	

(3) Study tools: The data collection tools were.

A. The initial data sheet for irregular labor (prepared by the researchers), which included the following topics:

Gender	Age	Social status
Educational qualification	Nature of faculties	Place of residence
Number of years of experience		

B. A questionnaire for irregular labor on the role of social support in mitigating the risks of job alienation for irregular labor at aswan university (prepared by the researchers):

- The researchers designed a questionnaire for irregular labor on the role of social support in mitigating the risks of job alienation for irregular labor at aswan university, based on theoretical literature and the theoretical heritage guiding the study, as well as referring to previous studies related to the research issue of the study.
- The irregular labor questionnaire included the following topics: the role of informational support in mitigating the risks of job alienation for irregular labor groups at aswan university, the role of emotional support in mitigating the risks of job alienation for irregular labor groups at aswan university, and the role of material support in mitigating the risks of job alienation for irregular labor groups at aswan university. Then, the phrases for each dimension of the irregular labor questionnaire were formulated, which numbered (54) phrases, divided equally into (18) phrases for each dimension.
- The irregular labor questionnaire was based on the three-point Likert scale, whereby the response to each statement was (yes, to some extent, no), and each of these responses was given a weight (point), as follows: yes (three points), to some extent (two points), no (one point).
- The researchers relied on the verifying the content validity (logical validity) of the irregular labor questionnaire is based on reviewing the theoretical literature, scientific books, and previous studies and research that addressed the research issue of the study to determine the extent to which the questionnaire represents the research field it measures, and to determine the suitability of the scientific procedures followed in its construction, as well as verifying its scientific quality in terms of the design of the linguistic structure and the suitability of the vocabulary for the respondents, the objectives to be achieved, and the operational definitions of the concepts to be measured, which helps in improving the tool and producing it in a scientifically, linguistically, and technically acceptable form. Then this theoretical literature was analyzed to reach the different dimensions and expressions related to these dimensions that are related to the study problem, in order to determine the role of informational support, the role of emotional support, and the role of material support in mitigating the risks of job

alienation for irregular labor groups at aswan university. Then the instrument was presented to (5) arbitrators from the faculty members of the faculty of social work, Aswan University, and the faculty of social work, Helwan University, to express their opinion on the validity of the instrument in terms of the linguistic soundness of the expressions on the one hand and their relevance to the dimensions of the study on the other hand. Some expressions were modified, added, and deleted, and some linguistic formulation errors were corrected for others. Based on that, the instrument was formulated in its final form, and its results can be relied upon to achieve the objectives of the study and test the validity of its hypotheses.

- The researchers relied on calculating the reliability of the irregular labor questionnaire on using the reliability coefficient (Cronbach's alpha) for the estimated reliability values of the tool, by applying it to a sample of (10) individuals from irregular labor in the faculties of aswan university (outside the framework of the study community), and the reliability coefficient reached (0.962), which is an appropriate level for statistical reliability.
- The researchers also conducted a statistical stability test for the irregular labor questionnaire using the Spearman-Brown split-half reliability equation, where the statements of each dimension were divided into two halves. The first section includes the values obtained from responding to the odd statements, and the second section includes the values obtained from responding to the even statements. This was applied to a sample of (10) individuals from irregular labor at the faculties of aswan university (outside the study community). The value of the Guttman split-half equation reached (0.964), and the value of the correlation coefficient between the two halves of the tool reached (0.932). This indicates the presence of a strong direct correlation between the two halves of the tool at a significance level of (0.01). The value of the stability coefficient using the Spearman-Brown equation reached (0.965). This indicates that the stability coefficients enjoy a high degree of stability, accuracy, and reliability. The tool is now in its final form, and thus its results can be relied upon. Its results are also generalizable to the study community.

(4) Determining the levels of arithmetic averages for the study dimensions:

The level of the study dimensions can be determined using the arithmetic mean, where the data was coded and entered into the computer, and to determine the length of the cells of the three-dimensional scale (lower and upper limits), the range was calculated = largest value - lowest value ($3-1 = 2$), then it was divided by the number of cells of the scale to obtain the corrected cell length ($2/3 = 0.67$) and then this value was added to the lowest value in the scale or the beginning of the scale, which is the correct one, to determine the upper limit of this cell, as follows:

Table (2) shows the levels of arithmetic averages for the study dimensions.

Values	The level
If the average value of the phrase or dimension ranges from 1 to 1.67	Low level
If the average value of the phrase or dimension ranges from 1.68 to 2.34	Medium level
If the average value of the phrase or dimension ranges from 2.35 to 3	High level

(5) Qualitative and quantitative analysis methods:

Data were collected from 6/4/2025 to 29/5/2025. The study relied on the following methods to analyze the data:

- Qualitative analysis method: in line with the nature of the study topic.
- Quantitative analysis method: The data were processed by computer using the Statistical Package for the Social Sciences (SPSS.V. 24.0) program, and the following statistical methods were applied: frequencies, percentages, arithmetic mean, standard deviation, range, Cronbach's alpha coefficient for the estimated reliability values of the tool, Spearman-Brown's split-half reliability equation, t-test for two independent samples, one-way analysis of variance to determine the variance between groups, and the least significant difference method to determine the direction of the variance in favor of any group.

(6) The difficulties faced by the researchers and how to overcome them:

- A. Some irregular labor were afraid of applying the questionnaire, so the researchers clarified that the data in this questionnaire is confidential and will only be used for scientific research purposes.

B. The sample size of irregular labor was large and they were geographically spread across more than one faculty outside the university's main campus, which made the researchers visit the faculties more than once during the data collection process.

Ninth: Field Study Results.

1. Description of the irregular labor in the study population:

Table (3) shows the description of the irregular labor in the study community.

Gender	Number	%	Nature of faculties	Number	%
Male	57	26.3	theoretical faculties	130	59.9
Female	160	73.7	scientific faculties	87	40.1
Total	217	100	Total	217	100
Age	Number	%	Number of years of experience	Number	%
less than 30 years	35	16.1	Less than 5 years	113	52.1
From 30 years to less than 35 years	95	43.8	From 5 years to less than 10 years	90	41.5
From 35 years to less than 40 years	63	29	From 10 years and older	14	6.5
From 40 years and older	24	11.1			
Total	217	100	Total	217	100
arithmetic mean	34		arithmetic mean	5	
standard deviation	4		standard deviation	3	
Social status	Number	%	Educational qualification	Number	%
Single	65	30	Intermediate qualification	50	23
Married	90	41.5	Above average qualification	60	27.6
Divorced	40	18.4	university qualification	90	41.5
widower	22	10.1	Postgraduate studies	17	7.8
Total	217	100	Total	217	100
Place of residence	Number	%			
Rural	70	32.3			
Urban	147	67.7			
Total	217	100			

Table (3) indicates the following:

- The largest percentage of irregular labor is female (73.7%), while males are male (26.3%).

- The largest percentage of irregular labor is in the age group (from 30 years to less than 35 years) at (43.8%), followed by the age group (from 35 years to less than 40 years) at (29%), then the age group (less than 30 years) at (16.1%), and finally the age group (from 40 years and above) at (11.1%). The average age of irregular labor is (34) years, with a standard deviation of approximately (4) years.
- The largest percentage of irregular labor are married (41.5%), followed by single (30%), then divorced (18.4%), and finally widowed (10.1%).
- The largest percentage of irregular labor have a university degree (41.5%), followed by an above-average degree (27.6%), then an intermediate degree (23%), and finally postgraduate studies (7.8%).
- The largest percentage of irregular labor work in theoretical faculties (59.9%), followed by scientific faculties (40.1%).
- The largest percentage of irregular labor reside in urban areas (67.7%), followed by those residing in rural areas (32.3%).
- The largest percentage of irregular labor with years of experience is in the category (less than 5 years) at (52.1%), followed by the category (from 5 years to less than 10 years) at (41.5%), and finally the category (from 10 years and above) at (6.5%). The average number of years of experience of irregular labor in the field of work is (5) years, with a standard deviation of approximately (3) years.

2. Dimensions of the role of social support in mitigating the risks of job alienation for irregular labor at aswan university:

(A) The role of information support:

Table (4) shows the role of information support in mitigating the risks of job alienation for irregular labor groups at aswan university. (N =217)

N	Phrases	Arithmetic mean	Standard deviation	The level	Arrange ment
1	My colleagues provide me with the information I need at work.	2.75	0.49	High	17
2	My colleagues always give me advice to avoid mistakes at work.	2.86	0.38	High	13
3	My colleagues explain to me how to perform the required tasks.	2.98	0.15	High	1

N	Phrases	Arithmetic mean	Standard deviation	The level	Arrange ment
4	colleagues help me make good decisions at work.	2.91	0.33	High	9
5	My colleagues provide me with problem-solving skills.	2.76	0.51	High	16
6	My bosses take my opinions into account at work.	2.77	0.49	High	15
7	My colleagues support me when I have problems at work.	2.92	0.27	High	6
8	Mycolleagues encourage me to get involved with others in free time activities.	2.93	0.26	High	5
9	My colleagues support me in developing my social relationships.	2.92	0.32	High	8
10	My colleagues allow me time to discuss my work with them.	2.9	0.3	High	10
11	My colleagues help me complete the required tasks better.	2.94	0.24	High	2
12	My bosses give me advice when I do something.	2.9	0.34	High	11
13	My colleagues are interested in teaching me the correct behavior in different situations.	2.93	0.26	High	5
14	My colleagues help me byproviding explanations for things I don't understand at work.	2.9	0.35	High	12
15	My coworkers allow me to organize my thoughts when doing something.	2.83	0.42	High	14
16	My colleagues help me make suggestions to address difficulties at work	2.94	0.25	High	3
17	My colleagues advise me on the importance of developing my skills at work.	2.92	0.3	High	7
18	My colleagues answer mywork-related questions.	2.93	0.25	High	4
The role of information support as a whole		2.89	0.09	High level	

Table (4) indicates the following:

The level of the role of information support in mitigating the risks of job alienation for irregular labor at aswan university is high, as the arithmetic mean reached (2.89), and the indicators of that according to the order of the arithmetic mean: The first order is that my colleagues explain to me how to perform the required tasks with an arithmetic mean of (2.98), followed by the second order is that my colleagues help me accomplish the required tasks better with an arithmetic mean of (2.94) and a standard deviation of (0.24), then the third order is that my colleagues help me in making suggestions to confront difficulties at work with an arithmetic mean of (2.94) and a standard deviation of (0.25), followed by the fourth order is that my colleagues answer my questions related to work with an arithmetic mean of (2.93) and a standard deviation of (0.25), then the fifth order is that my colleagues encourage me to integrate with others in leisure time activities, and my colleagues are interested in teaching me the correct behaviors in different situations with an arithmetic mean of (2.93) and a standard deviation of (0.26), and finally the order 17. My colleagues provide me with the information I need at work with an average score of (2.75). Saleh (2008) the study recommended giving the worker a greater sense of responsibility in performing his work, and giving the worker confidence in performing some tasks

(B) The role of emotional support:

Table (5) shows the role of emotional support in mitigating the risks of job alienation for irregular labor groups at aswan university. (N =217)

N	Phrases	Arithmetic mean	Standard deviation	The level	Arrange ment
1	My colleagues participate positively in solving any problem I encounter.	2.92	0.27	High	10
2	My colleagues listen to me attentively when I speak to them.	2.94	0.25	High	8
3	My colleagues stand by me when I ask for help.	2.91	0.31	High	11
4	I feel a sense of belonging to the university because of the social services I receive.	2.98	0.15	High	3
5	My colleagues make me feel confident about myself.	2.93	0.26	High	9
6	My coworkers help calm me	2.94	0.23	High	6

N	Phrases	Arithmetic mean	Standard deviation	The level	Arrange ment
	down when I'm stressed.				
7	My colleagues treat me with respect.	3	0	High	1
8	I feel happy when my colleagues support me.	2.98	0.15	High	3
9	My colleagues forgive me when I wrong them.	2.91	0.35	High	12
10	My bosses trust me to get my work done.	2.97	0.18	High	4
11	My bosses encourage me to depend on myself to complete the required tasks.	2.9	0.35	High	13
12	My colleagues encourage me to accept my bosses' directions at work.	2.94	0.24	High	7
13	My colleagues advise me to explain my ideas to my bosses at work so that there is no misunderstanding.	2.98	0.13	High	2
14	I feel comfortable discussing my work problems with my colleagues.	2.94	0.23	High	6
15	My colleagues take time to discuss my work matters.	2.78	0.52	High	14
16	My colleagues support me in communicating with others.	2.92	0.27	High	10
17	My colleagues make me feel very optimistic about my future life.	2.95	0.22	High	5
18	I feel that my colleagues appreciate me for who I am.	2.94	0.25	High	8
The role of emotional support as a whole		2.93	0.07	High level	

Table (5) indicates the following:

The level of the role of emotional support in mitigating the risks of job alienation for irregular labor at aswan university is high, as the arithmetic mean reached (2.93), and the indicators of that according to the order of the arithmetic mean: the first order is that My colleagues treat me with respect, with an arithmetic mean of (3), followed by the second order is that My colleagues advise me to explain my ideas to my bosses at work so that there is no misunderstanding occurs, with an arithmetic mean of (2.98) and a standard deviation of (0.13), then the

third order is that I feel a sense of belonging to the university because of the social services I receive, and I feel happy when my colleagues support me, with an arithmetic mean of (2.98) and a standard deviation of (0.15), followed by the fourth order is that my superiors trust me to accomplish my tasks, with an arithmetic mean of (2.97), then the fifth order is that my colleagues make me feel very optimistic about my future life, with an arithmetic mean of (2.95), and finally the fourteenth order is that my colleagues allocate part of their time to discuss my affairs at work, with an arithmetic mean of (2.78). Al Hosani(2020) study found that organizational justice, employee commitment, organizational trust, and employee communication strategies play a significant role in mitigating employee alienation during the merger period. Zaid (2023)study showed as emotional support was the most influential dimension of social support on job burnout, followed by companionship support (work colleagues, work supervisors), then performance support, informational support, and discretionary support.

(C) The role of material support:

Table (6) shows the role of material support in mitigating the risks of job alienation for irregular labor groups at aswan university. (N =217)

N	Phrases	Arithmetic mean	Standard deviation	The level	Arrange ment
1	My colleagues help me find solutions to my financial problems.	2.88	0.37	High	11
2	My bosses reward me by working on completing the required tasks.	2.94	0.27	High	6
3	My colleagues support me in providing for my personal needs.	2.89	0.36	High	10
4	The university provides me with financial assistance for social events.	2.77	0.56	High	14
5	My colleagues encourage me to do difficult things.	2.94	0.23	High	4
6	My colleagues provide everything I need while working at the university.	2.93	0.26	High	7
7	I feel real support from my colleagues at work.	2.35	0.72	High	15
8	My colleagues support me	2.9	0.35	High	9

N	Phrases	Arithmetic mean	Standard deviation	The level	Arrange ment
	financially when I am in financial distress.				
9	My bosses provide the necessary support to carry out my responsibilities to the best of my ability.	2.96	0.2	High	3
10	My colleagues provide me with different experiences in my work.	2.98	0.15	High	1
11	My colleagues support me to face the pressures of life	2.97	0.18	High	2
12	My colleagues help me get work-related training courses.	2.96	0.2	High	3
13	My colleagues help me perform the tasks assigned to me.	2.96	0.2	High	3
14	The social care provided by the university helps me cope with job alienation.	2.86	0.39	High	12
15	My bosses provide me with the tools I need for my job.	2.94	0.23	High	4
16	The university provides me with various in-kind assistance	2.78	0.51	High	13
17	The services provided by the university have improved my relationships with others.	2.94	0.25	High	5
18	The university helps me solve the problems I face.	2.9	0.3	High	8
The role of material support as a whole		2.88	0.09	High level	

Table (6) indicates the following:

The level of the role of material support in mitigating the risks of job alienation for irregular labor at aswan university is high, as the arithmetic mean reached (2.88), and the indicators of that according to the order of the arithmetic mean: the first order is that my colleagues provide me with various experiences in my work, with an arithmetic mean of (2.98), followed by the second order is that my colleagues support me to face life pressures, with an arithmetic mean of (2.97), then the third order is that My bosses provide the necessary support to carry out my responsibilities to the best of my ability, and my colleagues help me to obtain training courses related to work, and my colleagues at work help me to perform the tasks assigned to me, with

an arithmetic mean of (2.96), followed by the fourth order is that my colleagues at work encourage me to do difficult things, and my sMy bosses provide me with the tools I need for my job., with an arithmetic mean of (2.94) and a standard deviation of (0.23), then the fifth order is that the services provided to me by the university improved my relationships with others, with an arithmetic mean of (2.94) and a standard deviation of (0.23). (0.25), and finally, the fifteenth rank: I feel that I have real support from my colleagues at work, with an arithmetic mean of (2.35). Al-Qamati's(2022) the study recommended focusing on incentives, activating them, and linking them to the results of performance evaluation among employees, and increasing the involvement of employees in developing development plans and making decisions because this participation would strengthen the relationship between employees and their management, which is reflected positively in increasing job affiliation with the organization.

3. Testing the study hypotheses:

A. Testing the first hypothesis of the study: "It is expected that the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university will be high."

Table (7) shows the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university as a whol.

Dimensions		Arithme tic mean	Standard deviation	The level	Arrange ment
Irregular labor (N=217)	The role of information support in mitigating the risks of job alienation for irregular labor at aswan university.	2.89	0.09	High	2
	The role of emotional support in mitigating the risks of job alienation for irregular labor at aswan university.	2.93	0.07	High	1
	The role of material support in mitigating the risks of job alienation for informal workers at aswan university	2.88	0.09	High	3
The role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university as a whole		2.9	0.05	High level	

Table (7) indicates the following:

The level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university as a whole is high, as the arithmetic mean reached (2.9), and the indicators of that according to the arrangement of the arithmetic mean are:

- The first place is given to the role of emotional support in mitigating the risks of job alienation for irregular labor groups at aswan university, with an arithmetic mean of (2.93), which is a high level.
- The second rank is the role of information support in mitigating the risks of job alienation for irregular labor groups at aswan university, with an arithmetic mean of (2.89), which is a high level.
- The third rank is the role of material support in mitigating the risks of job alienation for irregular labor groups at aswan university, with an arithmetic mean of (2.88), which is a high level.
- Which makes us accept the first hypothesis of the study, which is: "It is expected that the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university will be high."

B. Testing the second hypothesis of the study: "There are statistically significant fundamental differences between the responses of irregular labor according to some demographic variables (Gender/Nature of faculties/Place of residence) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for groups of irregular labor at aswan university."

Table (8) shows the significance of the significant differences between the responses of irregular labor according to some demographic variables with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for groups of irregular labor at aswan university.

Irregular labor (N=217)			Number (n)	Arithmetical mean	Standard deviation	T value	significance	Direction of differences
Dimensions	Research community							
role of social support	Gender	Male	57	2.9	0.06	-0.462	Non-signaling	-
		Female	160	2.9	0.05			

Irregular labor (N=217)			Number (n)	Arith metic mean	Stand ard deviati on	T value	signi fican ce	Direct ion of differ ences
Dimen sions	Research community							
	Nature of faculties	theoretical faculties	130	2.9	0.06	-1.843	Non-signa ling	-
		scientific faculties	87	2.91	0.04			
	Place of residence	Rural	70	2.91	0.04	1.169	Non-signa ling	-
		Urban	147	2.9	0.06			

** Significant at (0.01)

* Significant at (0.05)

Table (8) indicates the following:

- There are no statistically significant differences between the responses of irregular labor according to gender (males/females) with regard to their identification of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university.
 - There are no statistically significant differences between the responses of irregular labor according to the nature of faculties (theoretical faculties/scientific faculties) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for groups of irregular labor at aswan university.
 - There are no statistically significant differences between the responses of irregular labor according to place of residence (rural/urban) with regard to their identification of the level of the role of social support in mitigating the risks of job alienation for groups of irregular labor at aswan university.
 - Which makes us reject the second hypothesis of the study, which is: "There are fundamental differences that are statistically significant between the responses of irregular labor according to some demographic variables (Gender/Nature of faculties/Place of residence) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for groups of irregular labor at aswan university."
- C. Testing the third hypothesis of the study, which states: "There are statistically significant differences between the responses of irregular labor according to some demographic variables (Age

/Social status/Educational qualification/Number of years of experience) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for groups of irregular labor at aswan university.”

Table (9) shows the analysis of variance for the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university according to the responses of irregular labor according to some demographic variables.

Irregular labor (N=217)			Number (n)	Arith metic mean	Standa rd deviati on	F value	signifi cance	LSD Test
Dime nsion s	Research community							
The role of social support as a whole	Age	less than 30 years	35	2.89	0.06	3,070	*	<4 1-3
		From 30 years -	95	2.91	0.05			
		From 35 years -	63	2.89	0.07			
		From 40 years and older	24	2.93	0.03			
	Social status	Single	65	2.89	0.06	1.913	Not signifi cant	-
		Married	90	2.9	0.05			
		Divorced	40	2.92	0.05			
		Widowed	22	2.9	0.06			
	Educati onal qualific ation	Intermediate qualification	50	2.89	0.05	4.456	**	<3 1-4
		Above average qualification	60	2.89	0.07			
		university qualification	90	2.92	0.04			
		Postgraduate studies	17	2.9	0.03			
	Numbe r of years of experie nce	Less than 5 years	113	2.9	0.06	0.492	Not signifi cant	-
		From 5 years -	90	2.91	0.04			
		From 10 years and older	14	2.89	0.06			

** Significant at (0.01)

* Significant at (0.05)

Table (9) indicates the following:

- There is a statistically significant difference at the significance level (0.05) between the responses of irregular labor according to age (age Category less than 30 years / age category from 30 to less than 35 years / age category from 35 to less than 40 years / age Category from 40 years and above) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for groups of irregular labor at aswan university. These differences are in favor of the fourth category , which falls within the category (responses of irregular labor in the age category from 40 years and above), thus becoming the most responses of irregular labor according to age category specifically for those roles.
- There is no statistically significant difference between the responses of irregular labor according to marital status (single/married/divorced/widowed) with regard to their identification of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at Aswan University.
- There is a statistically significant difference at the significance level (0.01) between the responses of irregular labor according to the educational qualification (intermediate qualification / above-intermediate qualification / university qualification / postgraduate studies) with regard to their identification of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university. These differences are in favor of the third category, which falls under the category of (responses of irregular labor with a university qualification), thus becoming the most responses of irregular labor according to the educational qualification specifically for those roles.
- There is no statistically significant difference between the responses of irregular labor according to experience categories (less than 5 years category / from 5 to less than 10 years category / from 10 years and more category) with regard to their identification of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university.
- Which makes us accept the third hypothesis of the study partially with regard to the age and educational qualification categories, which means: “There is a statistically significant difference between the responses of irregular labor according to some

demographic variables (age categories/marital status/educational qualification/experience categories) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university.”

4. Proposed mechanisms from the perspective of social group work method to activate the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university:

Proposed mechanisms	Implementation procedures		Implementation timeframe	Proposed implementing agencies	Targeted outputs
Holding training programs for irregular labor at the university.	1-1)	Providing irregular labor with work-related knowledge.	Three months	Ministry of Manpower - University	Developing the skills and capabilities of irregular labor at the university
	٢-١)	Spreading the culture of teamwork at work.			
	٣-١)	Conducting periodic training sessions in various work areas such as time management, communication with others, and skills for dealing with work pressure.			
	٤-١)	Organizing workshops on skills for adapting to different work environments, and how to deal with the challenges they face at work.			
	٥-١)	Raising awareness irregular labor of their rights and duties at work.			
Group meetings with irregular labor	١-٢)	Providing regular meetings for the university irregular labor to exchange experiences and express their feelings and concerns.	Three months	university	Increase job belonging and reduce feelings of isolation
	٢-٢)	Encourage constructive dialogue about the challenges they face at work and how to overcome them, and work to find the best collective solutions.			
	٣-٢)	Organizing social events at the			

Proposed mechanisms	Implementation procedures		Implementation timeframe	Proposed implementing agencies	Targeted outputs
		university for irregular labor to strengthen social ties among workers, increase belonging, and reduce feelings of isolation.			
Psychosocial support for irregular labor	(١-٣)	Raising awareness irregular labor about the importance of mental health.	Three months	university	Providing financial, psychological and social support to irregular labor
	(٢-٣)	Encourage cooperation and positive interaction among colleagues at work.			
	(٣-٣)	Providing a safe and supportive work environment for employees, free from discrimination			
	(٤-٣)	Providing financial support programs for irregular labor.			
	(٥-٣)	Encouraging a culture of mutual respect and appreciation among employees.			
Facilitating access to services and resources for irregular labor	(١-٤)	Providing clear information about the services available to them.	yearly	university	Improving the standard of living and providing social protection for irregular labor
	(٢-٤)	Disbursing financial grants on various occasions.			
	(٣-٤)	Providing training programs to develop the professional and technical skills of irregular labor			
	(٤-٤)	Coordinating with relevant authorities to provide the support and assistance services they need.			
	(٥-٤)	Providing the necessary tools and equipment for irregular labor to perform their work.			

Discussion:

The results of the current study showed The level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university as a whole is high, and the indicators of that according to the arrangement of the arithmetic mean are: The first

ranking was the role of emotional support in mitigating the risks of job alienation for irregular labor at aswan university, The second rank is the role of information support in mitigating the risks of job alienation for irregular labor groups at aswan university, The third rank is the role of material support in mitigating the risks of job alienation for irregular labor groups at aswan university. which is consistent with the findings of some previous studies, such as Saleh (2008) and Al Hosani(2020), and Zaid (2023). Which makes us accept the first hypothesis of the study, which is: "It is expected that the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university will be high."

The current study also showed there are statistically significant differences between the responses of irregular labor according to some demographic variables (gender/nature of faculties/place of residence) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university: Which makes us reject the second hypothesis of the study.

The results of the current study showed "There is a statistically significant difference between the responses of irregular labor according to some demographic variables (age categories/marital status/educational qualification/experience categories) with regard to their determination of the level of the role of social support in mitigating the risks of job alienation for irregular labor groups at aswan university." Which makes us accept the third hypothesis of the study partially with regard to the age and educational qualification categories.

The results also agree with the theoretical orientation of the study: Social support is an important source of effective psychosocial support that irregular labor need, and the social support (informational, emotional, material) that irregular labor receive from the various groups to which they belong, including university colleagues, plays a major role in mitigating the risks of job alienation. which is consistent with Marai (2022), Mohamed(2024).

Study recommendations:

1. Conducting periodic training courses to raise the efficiency of irregular labor at aswan university.
2. The university must ensure job stability for irregular labor, by creating a suitable work environment that encourages good performance and reduces job alienation for irregular labor.

3. The university must ensure that it establishes a fair incentive policy for irregular labor, as this has a positive impact on job performance in general.
4. The university must ensure that it attracts qualified individuals from the irregular labor in the recruitment process, as this has a positive impact on their professional performance.
5. Raising awareness among irregular labor about the risks of job alienation and its impact on the work environment.
6. The university must establish clear policies to regulate collective work between irregular labor and their colleagues at the university.
7. The university must ensure fairness towards irregular labor and permanent workers and avoid discrimination between them.
8. Promote integration and belonging through continuous communication with irregular labor to discuss their problems and daily life issues, in order to build a work community that gives workers a sense of belonging and appreciation.

References:

- Abdel-Azim, M. Abdel-Wadoud. Ahmed, S. Eid. (2023). Requirements for the quality of services provided to irregular workers from the perspective of the social work profession, a study published in the Journal of Studies in Social Work, Helwan University, Faculty of Social Work, Vol 2, Issue 62.
- Ahmed, S. Adel. (2017). The effectiveness of a program based on social support to reduce general anxiety accompanied by some psychosomatic disorders among high school students, Journal of the Faculty of Education, Port Said University, Issue 22.
- Attia, A. Abdel Hamid. (2005). The Method of Working with Groups: Theoretical and Operational Foundations, Alexandria: Dar Al-Maarefa Al-Jami'a.
- Al-Awadhi, F. Khairallah Abdullah. (2020). The phenomenon of job alienation: its causes, results, and ways to treat it, applied to educational institutions in the State of Kuwait. A study published in the Andalusian Journal of Humanities and Social Sciences, Issue 37.
- Al-Kuwaiz, Z. Mohammed. (2016). Social Support, Scientific Journal of the Faculty of Early Childhood Education, Mansoura University, Vol. 3, Issue. 1.
- Al Hosani, F.et al.(2020): Antecedents of employee alienation and its impact on individual work performance during post-merger integration (PMI), journal of Organizational Change Management, Vol 33, Issue 6
- Al-Qamati, I. Muhammad .(2022). Job alienation and its relationship to the rate of labor turnover, a study published in the Scientific Journal of the Faculty of Economics and Commerce, Al-Qarabulli, University of Al-Marqab, Issue 5.
- Al-Qarni, M. Ayed. (2019). Job alienation and its relationship to achievement motivation among school leaders in Belqarn Governorate, Journal of the Faculty of Education, Al-Azhar University, Vol. 2, Issue 182.
- Bougherza, R.et al.(2024). The Internal Work Environment and Job Alienation: The Case of Faculty Members, merging Science Journal, Vol. 8, Special Issue.
- Buunk B. & Hoorens A.(2013). Social Support and Stress, The Social Comparison and Social Exchange Processed , British Journal Of Clinical Psychology , Vol (31)

- Çiftci, D. Ö.(2021). Emotional Exhaustion As A Mediator Among Workplace Loneliness, Work Alienation and Turnover Intention, International Journal of Organization Theory& Behavior, Vol. (24), Issue. (2).
- Ghaleb .D.S.B.(2024). The Concept of Alienation and Alienation in Organizations, Pancasila International Journal of Applied Social Science 2(02), Sakarya University.
- Ghaith, M.Atef. (2000). Dictionary of Sociology, Alexandria: Dar Al-Ma'rifah University.
- Hassan, A. I. Ismail. (2025). Using the power-giving model from the perspective of general social work practice to mitigate the severity of problems facing irregular workers, a study published in the Journal of the Future of Social Sciences, Arab Society for Human and Environmental Development, Vol. 20, Issue 6.
- Hussein, N. Ahmed. (2020). Social Support in Children, Scientific Journal of the Faculty of Early Childhood Education, Mansoura University, Vol. 7, Issue. 2.
- Ihsan, S. Mohamed. (2020). A scale for empowering and building the capacities of informal workers socially and economically, a study published in the Journal of Studies in Social Work and Humanities, Helwan University, Faculty of Social Work, Vol. 3, Issue 52.
- Khalil, A. Mohamed (2025). Using social support in social work to cope with work pressures for working women in industrial areas, Journal of the Faculty of Social Work for Social Studies and Research, Fayoum University, Issue 38.
- Marai, T. Aziz. (2022). Contributions of general social service practice in addressing the problems of irregular employment, a study published in the Journal of Social Service, Egyptian Association of Social Workers, Vol. 4, Issue 74.
- Mankarious, N. Fahmy. Khalil, H. Shaker. (2016). Professional practice processes for working with groups within the framework of the quality system. Alexandria: Modern University Office
- Mahmoud, S. Anwar. (2013). Manifestations of job alienation among educational counselors from their point of view, Master's thesis, Arab Open University, College of Educational and Psychological Sciences.
- Mohamed, M. Ahmed. (2024). Mechanisms for reducing alienation to improve job performance of employees in the Egyptian

- government sector, a published research in the Journal of the Faculty of Education, Ain Shams University, Vol. 30.
- Montaser, H. Hawash. (2023). Administrative requirements to confront job alienation among administrators at Sadat City University, Journal of the Faculty of Education, Ain Shams University, , Vol. 2, Issue 47.
- Saleh, F.Mohammed .(2008). Professional compatibility and social support among a sample of Saudi workers working in some factories in Jeddah Governorate, Master's thesis, Umm Al-Qura University.
- Zaid, J. Dirham. Al-Haidari, H. Jaber. (2023). The Impact of Social Support in Reducing the Level of Job Penetration, Scientific Development Journal for Studies and Research, Vol. 4, Issue. 16.