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Culture and Socialization Concepts at a New Job

**Introduction**

Different people have distinguished beliefs that affect their socialization, a process through which a given society teaches and brings out its values. Through the process of socialization, members of the society get to learn what that community thinks is good and distinguishes it from what is bad. More precisely, everybody is born without some cultural beliefs, but with the agent of socialization they get to learn what their society expects of them and what makes them be different from other society. Generally, the paper is aimed at outlines and explaining different socialization concepts that are involved in the real life and challenges experienced in socialization (Giddens 2016). People socialize in many ways. One can start working in a different company, joins a new school, can attend a party for the first time, and in all these cases, there are new things that one gets to learn from these new environments. Specifically, the paper is focused on the cultural and socialization concepts in a new working environment.

**Cultural and Socialization Concepts at a New Workplace**

Evidently, it is very challenging for a new staff to work in a new organization or company. This is as a result of different working environment, different workmates, new objectives and goals. Through a good application of the relevant cultural and socialization concepts, it, therefore, becomes easy for an individual to cope with all these changes though quite challenging. Organizational socialization is one of the distinguished concepts that are important for any person to apply during such times as it helps in understanding the role of an accountant that fits both the organization and the staff. Through this process, in my profession as accountant, I was able to learn the organization history, values, technical terms and the procedures I should use in everything I do at my workplace (Giddens 2016). There were a number of magazines that explained the future working environment and the future goals of that organization. Through organizational socialization, I was able to know the other groups and workers that I will work with jointly to achieve the organizational objectives.

Being an accountant, I was promoted from my assistance accountant at my previous workplace to chief accountant in the new organization. Therefore, through developmental socialization, I learnt new social skills as I interacted with managers from different organizations. For instance, the organization always held a monthly financial report meeting which involved other organizations. Being a chief accountant, therefore, I was the one presenting the financial report for my organization (Giddens 2016). Through this, I gained and developed my social skills. Additionally, a way from the junior to chief accountant made me obtain different behaviors which are as a result of the new position. As a result of resocialization, I stopped using a smartphone and a laptop only because my work now involves a lot of sensitive financial reports.

Organizational culture is also an important concept as it helps in giving direction on how the staff should perform their jobs. For instance, it was through the organizational culture that I was able to understand that it was a must for any staff in the organization to wear official clothes and a tie. This was different from the previous company I was working at as official clothes were optional and wearing of a tie was not obligatory.

Additionally, through understanding of the code of dressing, I learnt that ladies are required to wear clothes that cover their knees and cover their chests completely to avoid sexual harassment in this particular organization. The organization was full of Muslims, and I, therefore, experienced a lot of challenges in adopting the peculiarities of their religion.

Understanding the language the organization was an important aspect as well. The language is a cultural element that plays a major role in any organization. In the organization, it is believed that using English as an official language will ensure effective communication among the staff.

Being a new employee to an organization, it makes an individual feel left out as they may miss the group interaction. Many organizations have different groups among the staff, and so was the organization I started working in. Through the understanding of the organizational culture, I , saw the need of joining the groups that my co-workers were participating in (Giddens 2016). Therefore, through anticipatory socialization, I was able to interact with my co-workers and learnt the importance of the groups and its standards. This concept in socialization has its own advantage because it helps an individual to follow the aims and rules of the group they are aspiring to join. It was, therefore, very significant to me as a new member aspiring to join the groups as I clearly understood their objectives and values.

Similarly, through socializing, an individual is able to understand and perfect in the role of the organization. It is through this concept of clear understanding of the role as a concept in socialization one is able to perfect on his or her workplace. Being an accountant, I was able to understand that the organization has a motivational token for the highly performing staff. In my interaction with co-workers, I understood that the organization believes that motivating of the staff improves the organizational performance. Through this concept, I developed a motive of working effectively in order to get the organizational motivational token.

Moreover, it is always important to know the culture of different gender at a workplace. This is through understanding the male-female relationship in an organization, thus avoiding the sexual harassment instances at any workplace. Though hugs have become the common way of greetings in this generation which is getting rid of a handshake, this particular organization does not allow it. This is as a result of the staff working there that adheres to the cultural beliefs of their particular society.

Conclusively, sociology plays a major role in human development as it involves changing from one environment to the other. This is because it brings out the sense of understanding of different culture from different people. Through the understanding of socialization and culture, I was able to cope in my new organization as I had the knowledge on importance of socialization and understanding of culture.

Work Cited

Giddens, A., *et al.* *Introduction to sociology*. WW Norton, 2016.