

# Organizational Socialization as a Mediator to Measure the Relation between Organizational Career Growth & Occupational Burnout

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## **Abstract**

The study aims to examine the role of Organizational Socialization as a mediating factor between

Organizational Career Growth and Occupational Burnout in the United Nations Relief and Works

Agency's Headquarter in Gaza. To achieve the objectives of the study, dimensions of career Growth represented by (career goal process, professional ability development, promotion speed, remuneration growth) were used along with the dimensions of organizational socialization (job understanding, future prospects, training, co-workers support) and burnout. The Analytical Descriptive approach was used to conduct this study. And the questionnaire was used as a tool to collect data. The study population consists of (86) employees, and the researcher used the comprehensive survey approach. The return percentage of questionnaires was 87.21%. The questionnaire was divided to two main parts, the first related to demographical information, while the second part concentrated on the variables of the study. (Weng & Hu, 2009) model was used for career growth, the model of (Taormina, 2007) was used to measure organizational socialization, while (Maslach et al, 1981) model was used to measure occupational burnout.

**Keywords:** occupational burnout – organizational career growth – organizational socialization.