

## Organizational Alienation

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**Abstract:** *The aim of the present study is to explore work alienation effects on people in workplaces in the world. Alienation is the process whereby the worker is made to feel foreign to the products of his/her own labor and it was one of the buzzwords of the 1960s, coming into fashion with the “counterculture” and the neo-Marxist philosophy that was loosely associated with it (Schacht, 1971, Marx). In this paper it has claimed that before working abroad people should consider about the risk of alienation and its problems and they should think of solving the step by steps of alienation problems. In this paper, we present a perspective on alienation problems and challenges that comes as a result of continental differences, alienation and language differences, alienation and climate differences, alienation and physical abilities and alienation and culture differences.*

**Keywords:** *alienation, alienation management, alienation problems, organizational alienation, work alienation*

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### I. INTRODUCTION

Mankind has been created as paramount and supreme. So in the course of their egoistic and arrogant nature all people would like to achieve the best welfare, ideal conditions and affluent life. In any case, comfortable and affluent life styles becomes challenging to all people in the world and for achieving all these men need a good job opportunities and some people cannot find their ideal job in their own cities and countries and emigrate to other cities, countries an even to other continents. From human creation for many people around the world migration has been a way of better life and better job opportunities, but because of work alienation it hasn't had outstanding consequences all the times for some emigrants. So we should not ignore the risks of working abroad particularly when people feel sense of estrangement and lack of warmth toward the organization before emigration. Most people in the World find their workplace stressful, pressurized, horrible and less paid because of the alienation. The ideas on alienation have become quite widespread in recent years, and many societies in earlier stages of history have experienced these notions. (Daronkolae & Hojjat, 2012). Alienation is the process whereby people become foreign to their work place. We live in times in which humanity seems to be moving to the solidarity at work. It is clear that when alienation occurs in a society, the consequences can be devastating. Alienation in Hegel's philosophy man is seen to develop through alienation and its transcendence, realizing a spiritual essence in labor. (<http://faculty.washington.edu>). Work Alienation is created when people are feeling powerless, worthwhile and meaningless in work places. Alienation at the workplace refers that employees may not be able to fulfill their social needs (Nasurdin,Ramayah, & Kumaresan, 2005). And alienation problems, especially depression and feeling of worthless, are common in the workplaces. While some people have a long-term alienated problems, many may have alienated problems for a relatively short period of time. Most of us will experience a mental health issue at some time in our work places. This study examines the work alienation in other countries. It is notable that going abroad for work can be a big step in our career, but feeling alienated is of the big obstacles of working abroad. If we are being relocated to a new country for a new employment there are no guarantees that will we use to our new position at a higher or even at the same level in our new country. This doesn't only mean that our job status will be lower, but there is a big problem that is alienation and alienation has different faces like alienation and continental differences, alienation and language differences, alienation and climate differences, alienation and physical abilities differences and alienation and culture differences. In this paper it has been tried to examine the problems of alienation because of working abroad as a foreigner.

### II. WHAT IS ALIENATION?

In general, work alienation is considered a multidimensional concept (Seeman, 1991).The Latin word for alien is alienus, "belonging to another." That idea of not belonging, or not fitting in, gave rise to the Latin verb alienare, "to estrange," which alienation comes from. Alienation is the state or experience of being isolated from a group or an activity to which one should belong or in which one should be involved. Alienation is like an emotional isolation And work Alienation is the process people become isolated toward their workplaces, themselves and toward other employees As a stage of development of a social or political movement however, an alliance is very important, since it allows people with different ideas and theories to engage in collective practice, and it is this collective practice which forms a concrete basis for the development of a new principle

which can be embraced by all the participants.(<https://www.marxists.org>). Explicitly stated or tacitly assumed, the notion of alienation can affect every one in the work places in the world. However, alienation appears not merely in home country but also it appears because of different cultures, languages, physical abilities and different climates of world continents as a result of working abroad. Finally, alienated man is also alienated from the human community, from his "species- being." "Man is alienated from other men. When man confronts himself he also confronts other men. What is true of man's relationship to his work, to the product of his work and to himself, is also true of his relationship to other men. ( <http://www.cf.ac.uk>)

## **2.1. Organizational Alienation**

This part of essay has presented a review of literature pertaining to the explanation of organizational alienation and its components. Based on that review, a conceptual components was developed with a research question and hypotheses of relationships of organization and alienation by Seeman. In general, work alienation is considered a multidimensional concept (Seeman, 1991). It is notable that there is substantial research on the effects of work alienation on organizations and clearly work alienation are considered as six important part by Seeman. On the basis of his analysis of items in standardized alienation scales, Seeman (1975) pointed out that these scales produce highly ambiguous results, since they confound at least six different components: Powerlessness, Meaninglessness, Normlessness, Cultural estrangement, Self-estrangement, Social isolation.

### **2.1.1. Powerlessness**

While powerlessness was defined as an individual perception that one's behavior could not predict the results and reinforcements sought in relation to society (Seeman, 1959, p. 784-785), Drawing a connection to the alienation powerlessness is created as a result of different work system and different kinds of work presentation in workplaces can create a kind of idiotism of outcome in work places and powerlessness in people. According to the oxford English dictionary, the definition of powerless is "without power, strength, or ability; wholly unable to act, influence, etc; helpless, impotent." Any experience of powerlessness requires a lack of power, of strength, of effectiveness in work places. Loss of power affects every part of work situation, from what time we to work in the morning until we finish work in the evening and until the transition is made to a new position, stress is chronic. A feeling of powerlessness is a universal cause of job stress. When we feel powerless, we're prey to depression's traveling companions, helplessness and hopelessness. Secretaries, waitresses, middle managers, police officers, editors and medical interns are among those with the most highly stressed occupations marked by the need to respond to others' demands and timetables, with little control over events. Common to this job situation are complaints of too much responsibility and too little authority, unfair labor practices and inadequate job descriptions. Employees can counteract these pressures through workers' unions or other organizations, grievance or personnel offices or, more commonly, by direct negotiations with their immediate supervisors. Powerlessness was "the expectancy or probability held by the individual that his own behavior cannot determine the occurrence of the outcomes or reinforcements he seeks" and that it was best understood as "the depiction of man's relation to the larger social order" (Seeman, 1959, pp. 784-785).

It is notable that work power is necessary for employee health. Most employees lack the happy, healthy, fulfilling situation in work places they deserve because they are kept powerless and mistakenly accept this state of affairs as natural or self-inflicted. In fact, most employees suffering from powerlessness is preventable. Of course, it seems difficult to help employees to give up from powerlessness, and assisting them to reduce one's own distress. The question is whether the decision to help employees to be powerful is always based on a work analysis, but in fact this idea of empowerment isn't as difficult as it seems. People at the workplace can be guided through organized programs, appropriate policies and procedures and if it isn't prevented or if it isn't solved causes a wide range of negative acts not only by employees but also by employers and It harm the both organization and its members. Power and organizations are two sides of the same coin and in organizations power has positive connotations and a successful organization is impossible without power. While powerlessness was defined as an individual perception that one's behavior could not predict the results and reinforcements sought in relation to society (Seeman, 1959, p. 784-785).

### **2.1.2. Normlessness**

Before we can go much further into this issue of normlessness, we need to have a fairly clear idea of what we mean by a norm. Norms are the expected behavior in a given situation within a workplace. Norms are everywhere, and without being aware of it, people follow them most of the time. Norms help create a feeling of security and provide orientation and if an individual or a group of people goes against the socially accepted behavioral patterns in work places, there can be an anomic situation. Alienation can happen without normlessness, and normlessness can happen in a workplace where alienation is not happening. Durkheim's concept of anomie or normlessness was the result of man's separation from the society that denied him the ability to determine what to expect or desire in life or to affect necessary change in society (Schmidt, 2011). But

alienation of cultural life and work via the rise of capitalism can be argued to have contributed to Anomie. Anomie is Durkheim's term for a lack of sufficient moral regulation in which individuals are left to their own egotistical pursuits without a sufficient sense of moral obligation to others. Anomie is viewed as a source of both individual unhappiness and social disorganization. He argues that anomie is widespread because the development of organic solidarity lags behind the growth of the division of labor. Old forms of moral regulation have lost their authority, but new forms are not yet fully developed. The solution is to create new institutions to promote organic solidarity. Powerlessness at work is the feeling of the employee that he or she does not have control over the way things are done at work (McKinlay & Marceau, 2011; Suárez-Mendoza & Zoghbi-Manrique-de-Lara, 2008).

Durkheim's (2010) study found the following:

Whereas for Marx the division of labor represented a simplification of tasks that leaves all workers unskilled and thus expendable and easily exploited, for Durkheim it represented a functional interrelatedness among people. With increasing population density, people's happiness and well-being become more efficiently satisfied when each specializes in tasks that contribute only in part to their society's functioning. As a society's social type evolves historically from one in which everyone performs the same tasks into one with extensive division of labor, there is a corresponding change in its normal rules of conduct.

### **2.1.3. Meaninglessness**

One concept used in regard to alienation is meaninglessness. There has been many definitions for meaninglessness but as Adorno's definition of alienation, it is a consequence of the increase of functional rationality and of the decrease of substantial rationality. Seclusion is the aspect of alienation in which the individual feels separated from workplace. The feeling of meaninglessness reduces man's attachment to workplace since whatever is meaningless is also powerless. Insularity signifies powerlessness of the individual in the workplace. He loses the power to select among the alternatives. For some employees, workplace itself becomes meaningless. As this feeling of meaninglessness becomes deep rooted, one becomes isolated from the group, the workplace and life itself. "the individual is unclear as to what [he or she] ought to believe—when the individual's minimal standards for clarity in decision-making are not met...sense of understanding the events in which he is engaged" (Seeman, 1959). As with so much of employees statements, the feeling of meaninglessness comes true when they are not working the job that they truly intend at that moment and may have come to a conclusion that it's not possible to have that job. Meaninglessness is the perception of employees that their work is not important or worthwhile, for instance because it has no value for society or for their own clients (Suárez-Mendoza & Zoghbi-Manrique-de-Lara, 2008).

### **2.1.4. Cultural estrangement**

It is a common phenomenon and indisputable fact that people encounter with cultural diversity and cultural estrangement because of the multicultural workforces and globalization of trade in the modern world. Culture is a kind of body organ for an employee. "Culture consists of the ways of life that people create as they participate in a group or society" (Coakley, 2007). It is almost always the case that every person can feel alienated as a result of cultural estrangement. In a short, cultural alienation and estrangement resulted from cultural diversities resulted from world globalization, which jeopardized communication with other co-workers, trust, teamwork and trust. Furthermore, within a workplace without cultural alienation and with cultural analogous employees get satisfied and pleased and it increases business promotion according to Goldmish statements. "The subordinate group reacts to high levels of racial hierarchy by developing an oppositional culture to demonstrate their superiority or equality with the dominant group" (Goldmish, 2003).

Having explained by some dictionaries as cultural estrangement, cultural cringe, in cultural studies and social anthropology, is an internalized inferiority complex that causes people in a country to dismiss their own culture as inferior to the cultures of other countries. It is closely related to the concept of colonial mentality and is often linked with the display of anti-intellectual attitudes towards thinkers, scientists, and artists who originate from a colonial or post-colonial nation. It can also be manifested in individuals in the form of cultural alienation. In most cases, the term is pejorative, used as a means of asserting the merits of the national culture.

It's natural to have difficulty adjusting to a new culture in a new workplace. As communications have proliferated in recent decades in our world and brought the external world to millions of people previously living in isolated communities, so people encounter with many problems in workplaces and cultural estrangement is one of this problems. Cultural estrangement is a central component of the construct of alienation, which has been the focus of abundant sociological and philosophical inquiry (e.g., Fromm, 1941; Schacht, 1970). Working in a new culture can be exhilarating, personally rewarding, and intellectually stimulating. It can also be frustrating. It is one thing to visit a country, moving on when you have seen enough,

and it is quite another to work there and function according to a different, and sometimes, mysterious set of norms. When people deal with people who don't share the same basic cultural attitudes as themselves, they clearly feel culture estrangement.

#### **2.1.5. Self-estrangement**

"The worker becomes poorer the more wealth he produces, the more his production increases in power and range. The worker becomes an ever cheaper commodity the more commodities he creates" (Marx-Engels, pg. 71). This quote from the Marx article, *Estranged Labor*, can be realized as a kind of internal struggle and self-estrangement in labor and a self-estranged labor is not efficient in workplace no more. Ergo, a labor who is feeling self-estranged can get confused and alienated and slowly but surely labor will begin to act and react from the core, rather than from the erroneous and distorted superimpositions. Only when worker acts and reacts from the core like an estranger very individuality will reach and affect the core of others, regardless of whether or not they themselves work on such a path. "So much does labor realization appear as a loss of reality that the worker loses reality to the point of starving to death? So much does objectification appear as loss of the object that the worker is robbed of the objects most necessary not only for his life but for his work. So much does the appropriation of the object appear as estrangement that the more objects the worker produces the fewer can he possess and the more he falls under the dominion of his product, capital" (Marx-Engels, pg.72). Again and again worker searches in futile for the real of himself and cannot find himself and realized that he is estranger in his core, the core of being. And get confused because labor takes the superimpositions to be the real. It is notable that self-estranged labor cannot express himself. He cannot communicate and relate either to others or to himself. He are confused and anxious. Your habiliments are paralyzed. This is not because he really is that way and cannot help it. It is because his real personality and quality does not function in these situations. Labor is alienated from himself. "if the product of labor does not belong to the worker, if it confronts him as an alien power, this can only be because it belongs to some other man than the worker" (Marx-Engels, pg. 78). "Man's labor is therefore not voluntary, but coerced; it is forced labor. It is therefore not the satisfaction of a need; it is merely a means to satisfy needs external to it" (Marx-Engels, pg. 74).

#### **2.1.6. Social Isolation**

"Social isolation denotes a lack of quantity and quality of social contacts." (Wilson, 1987). As efficient as workplace may be when we interact with other coworkers. It is clear that feeling of apartness or aloneness can be created without enough interaction with other coworkers. "Attention is the rarest and purest form of generosity," French philosopher Simone Weil once wrote. With regard to the fact that humans are naturally social creatures, they feel isolated or cloistered when that social interaction is unavailable for extended periods of time with other coworkers in the workplace, the mind begins to regress and it can affect the efficiency and output in the workplace. "Your brain is tied to your heart," explains Barbara Fredrickson, professor of psychology at the University of North Carolina. The more you tune into others, "the healthier you become, and vice versa." Social isolation is a feeling of not having one's social needs met, feeling isolated, feeling ignored or feeling alone in a negative way in a workplace. Social isolation is a lack of social interaction, contact or communication with other coworkers or with boss in the workplaces. "Occasionally, a sense of isolation and alienation comes as a result of discord in the workplace. An individual may feel unsupported by his or her colleagues or employers in the workplace" (Stobbs, 2004). Workplace bullying can be defined as negative interpersonal acts on the job which victims cannot cope with or control. It can take the form of social isolation, direct harassment, intimidating behavior, work-related criticism, and physical violence. This often leads to the victim experiencing psychological stress, intrusive and worrisome thoughts, avoidance behaviors, and hyper-arousal.

### **III. ALIENATION AND CONTINENTAL DIFFERENCES**

"Humans were always distanced from their ideal states and were destined to fall short of perfection by design" (Brooks, Hughes, & Brooks, 2008, para. 3). Nothing is perfect and while working abroad does come outstanding than close for some people in the world, it is not without its problems. International jobs create a number of different challenges that is unique to abroad life. And work alienation is the most common problem of working abroad. Studies on alienation have found that alienation negatively affects work level indicators, such as absenteeism and job satisfaction (Blauner, 1964; Kanungo, 1982). It is notable that work alienation specially in abroad has different faces. In general, work alienation is considered a multidimensional concept (Seeman, 1991). As we've seen, there can be many things that make work alienation in the world different continents. The world beyond our borders is an unknown world especially in work places and it can be challenging, particularly if you move to another country for working without thinking about alienation problems. The purpose of this study is to increase our understanding about why foreigner employees encounter with alienation problems while working in another continent or another country. More specifically, this research

was done to gain a deeper understanding of foreigners work alienation problems as a result of continental differences that it is created as a result of language differences, climate differences, physical abilities differences and culture differences.

### **3.1. Work Alienation and Language Differences**

Language is our greatest mediator that allows us to relate and understand each other (Imberti, 2007). There is no doubt that working abroad provides some of the best opportunities for foreigners but it is full of problems and obstacles. Language is probably the most obvious of the challenges of working abroad and work alienation. One of the first barriers that employees face on the path of internationalization is differences in natural languages. Clearly, language barriers affect many employees. This may be the most critical problem of work alienation that employees face on their work places. Indeed, the importance of language in alienation is not to be disregarded when it comes to a 'better psychological adjustment' in communication with other employees. However, it is mainly through language problem that workers can't manage to cope with new work place and they feel completely alienated toward work places and it is created challenging situations at work such as speaking with other staff, writing and even reading problems. Since language affects almost all aspects of everyday life, there needs more of a focus on communication barriers by researchers and practitioners engaged in international business and management (Henderson, 2005). In global, multicultural organizations, simply expecting all employees to speak one common language, such as English, marginalizes the potential impact of international talent and leaves monolingual staff ill-equipped to help the organization compete effectively in a globalized environment. (<http://www.northwestern.edu>) language differences can obstacle effective communication in work places and it causes alienation in workplaces. Workers who are not fluent in the language that it is used in the workplace may have difficulty expressing their needs or responding to requests from colleagues. If their job involves customer contact, they may have difficulty understanding a customer inquiry and provide incorrect or misleading information. A customer who is unable to clearly understand the worker due to a heavy accent or lack of command of the language may become frustrated and take his business elsewhere. (<http://smallbusiness.chron.com>) this is big problem that creates work alienation in workers and not only they are feeling alienated but also they can lose their job. Because they can't communicate with the staff and clients, they find no joy in their work and this alienated workers may be unable to adapt to the ways of workers from different languages than their own and may even resent their presence. For management, alienated worker poses a significant challenge to creating a work environment that fosters teamwork and harmony, and employee morale may suffer if management cannot find ways to overcome this language barrier.

### **3.2. Alienation in Different Organizations and Different Work Systems**

Most people don't really think about the potential implications of a language barrier when they apply for job in abroad. Being able to communicate in another language could create a courage in people to apply for job in other countries, because language is a kind of power and work weapon for working in international organizations and Language is inseparable from work alienation of worker in a work place, because as a weapon the ameliorates the soldier situation in the war Language ameliorates conditions of working for worker and it helps the worker to doesn't feel alienated in work place and also it is an obstacle for linguistic violence for the people. Various barriers can stand in the way of access to the communication opportunities in work places in abroad and this obstacles can lead workers toward work alienation. Languages always emerge in speaking, and most progress to writing. It is at these most basic levels that the phenomenon of linguistic alienation arises. Moreover, at this levels the various forms of linguistic alienation are clearly present. As mentioned adjusting to an international workplace can be challenging. Workers have been shaped by their own languages, so they each have different pronunciation, accent, and speaking even about basic concepts. Communication is more difficult in international workplaces and because of the communication problems it leads the foreigner workers toward work alienation or linguistic alienation.

### **3.3. Alienation as a Result of Communication Barriers**

Communication problems that are created as a result of language problems in the workplace can cost the company productivity and money. Without efficient communication, employee or worker is unable to exchange information essential to daily operations and create a communication network to carry new product data. And it can leads the worker or employee toward alienation in work places. And work people can feel alienated because of slow or no communication or misunderstanding that all of these make communication ineffective and this problem is different in different companies and different work places. For example some companies used to speak business language that may be different or contrary to the vocabulary of everyday life and some workpeople can't adapt themselves with this business language and they feel that they aren't a part of a company and this feeling is alienation. And sometimes this kind of alienation actuates workpeople toward a feeling of aversion or antipathy toward workplace. The language barrier between employees and managers or

between employees with other coworker is the other reason of alienated employee and it is a problem that is raised. On the other hand, there are workers that are perfect in their job but are unable to perform at their best potential because they cannot communicate effectively with their boss or coworkers and it can be seen that even workers with high qualification can't do their best without speaking or writing the same language with workplace. The same is true of language barriers in communication with customers.

### **3.4. Alienation and Culture Differences**

Being a foreigner is a sort of life-long pregnancy-A Perpetual wait, a constant burden, a continuous feeling out of sorts. It is an on-going responsibility, a parenthesis in what had once been ordinary life, only to discover that previous life has vanished, replaced by something more complicated (Dr. K. Mangayarkarasi). It is clear that working abroad gives people the chance to get a better job abroad but working abroad is a challenging experience because people have to adapt to a new culture and a new way of life in new country. It is notable that culture differences can be big problem that leads the workpeople toward work alienation. In a workplace that the culture is different than people culture, despite any advance preparation, workpeople may find themselves in situations where they simply do not know how to act and what to do it can occur in every part of the world. Sometimes it is considered that people of development countries don't encounter a work alienation as a result of culture shock, but it is not true and people even in development countries who are migrating from their native state to other states in order to work in international workplaces can get alienated because of the culture differences. They are working in a company, but they don't not feel that they belong to the workplace because of getting an alienate person as a result of different culture.

### **3.5. Alienation as a Result of Climate Difference**

As a recent people economic immigrant to abroad, it doesn't surprise each person that the issue of climate differences is widely ignored by immigrant people. Making a perfect life and workplace abroad takes time, effort and preparation. As well as the obvious alienation problems, like continental differences, language differences and culture differences, there's also a whole host of big problem to deal with. Working abroad is more than just changing location and signing papers; it's a massive emotional upheaval and a complete climate change. Many people experience feelings like loneliness, homesickness, exhaustion and sometimes even disappointment when they work move abroad and even when they do not have this obstacles, some people have to deal with climate problems as a result of climate differences.

It is important to be aware of the climate of the region or city you go to work. Some cities may want a cold blooded people, others want warm blooded, and some just need people with harmonic or special physical abilities. Men and women may have different climate needs when it comes to support. Specially, relocating from tropical country to cold country for work can cause a big problem for some people. As you know, Norway is a wonderful place for work of course, but starting a workday is tough, as Norwegians don't really open up at first hours of a day. It is clear that the effect of temperature on blood pressure varies between individuals but, rain and wind often go hand in hand with coastal Norway and the winter temperatures in the interior and Northern parts of the country are enough to scare anyone. For example driving a car in Oslo is for crazy foreigners looking for suicide. This is only relevant to foreigners from warmer climates and not used to driving under icy conditions with hails and snow. Response to cold weather (especially temperature) can be reflected in blood pressure and is specific to the individual and the low blood pressure is the result of Oslo cold weather for some new people in new workplaces and as it is notable, weather has strong effect on the organization staff.

## **IV. ALIENATION MANAGEMENT IN ORGANIZATIONS**

Alienation management is being seriously considered today by organizations, because its rigidity is being viewed as a detriment to organizational survival in the hypercompetitive marketplace of global business. Alienation management on organization can manage organizations to take a more proactive role in making the workplace more conducive to good mental health. One of the pivotal issues between Critical and Scientific Marxists is the importance of "alienation" in the work of the mature Marx, and whether or not, as Scientific Marxists often believe, it was a Hegelian vestige that lost significance in his later work. Within Marx's own tradition, the notion of alienation derives most immediately from Feuerbach and Hegel. The roots of Marx's critique of alienation may be found, as Georg Lukàcs found them, in Hegel's Protestantizing critique of "positivity."<sup>1</sup> In this critique, Hegel rejects as "dead" those human relationships or institutions in which persons give only an outward and constrained conformity, but concerning which they lack a freely given inward conviction. The roots of the theory of alienation, then, reach down into the rejection of "constraint," into the disjunction in which constraint is experienced as powerful-but-wrong; it is a response to the perception of this violation of the grammar of societal rationality and an effort to overcome such an "unpermitted social world." Aware of Friedrich Schiller, Karl Marx was concerned with alienation and recognized the connection between the estrangement of human beings from themselves and from nature and the Industrial Revolution. Marx re-

wrote Schiller's psychological alienation, as the estrangement of workers in industrial capitalist society from the products of their labor. Capitalism is based upon money and money is abstract. If money is abstract, then value is abstract. Barter for goods and services ceases to exist and is replaced by exchange of money and thus the value of both labor and goods become arbitrary. Once the worker is alienated from the product produced then the value of his or her labor is rendered arbitrary. Marx remarked, "In the social production of their life, men enter into definite relations that are indispensable and independent of their will, relations of production which correspond to a definite stage of development of their material productive forces. The sum total of these relations of production constitutes the economic structure of society, the real foundation, on which rises on a legal and political superstructure and to which correspond definite forms of social consciousness. The mode of production of material life conditions the social, political, and intellectual life processes in general. It is not the consciousness of men that determines their being, but, on the contrary, their social being that determines their consciousness."

## V. CONCLUSION

Alienation, in theological terms, means an estrangement of humanity from God following Adam and Eve's banishment from Eden. Since then, scholars have studied how individuals become alienated from the social and political world, their work, and from themselves (Feuerlicht, 1978). WHAT sort of creature is the human? The obvious answer is a smart, egoistic, upright ape with a penchant for material possessions. Human nature is based on 6000 year history as a civilization, in which people have desired to gain knowledge and then power so that they can accomplish their goals of conquest, control, and manipulation. So for getting power, and a perfect life and all these people have to work in different situations and, they encounter difficult and undesirable situation in workplace which the most horrible one is alienation in organizations in the world. Psychological Egoists say that behind every action that appears to be altruistic there is really a selfish motive and this selfish motive is more in work places. As it is notable human being is a social animal and if they do not accept each other, if they do not work with each other, and if they do not communicate well with each other, it can reveal the feeling of helpless, feeling that the world is empty or meaningless, feeling left out of conversations or events, feeling different or separate from everyone else, having difficulty approaching and speaking with others, especially parents, feeling unsafe when interacting with others, refusing to obey rules and all these can cause a massive problem in organizations and even war in the world. Ergo, government must work on this big problem. From this beginning it can be discerned the character of man as a social individual who desired knowledge of power so that he could further his dominance over any counterparty or enemy. To eradicate alienation, the cause must be identified. People who experience estranged because of alienation in organizations should benefit from seeing a mental health professional. Developments in information and communication technology have changed our way of life, whether it is at home, at work, at school or at leisure. So, Classical management theories like bureaucracy should not be used in many organizations because of its shortcomings, which alienation is one of them.

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