

# **The Transition into a New Job: The Role of Organizational Socialization**

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Organizational socialization refers to a process during which newcomers learn to perform in their job and adjust to a new organizational context. Scholars in the field agree that the organizational socialization is a multidimensional process. First, organizations make efforts such as provide orientation programs to support new employees' transition into the organization. Second, earlier research argues that social exchange between new employees and more experienced members of the organization such as supervisors and coworkers is a main way for bringing newcomers "on-board". For example, the quality of working relationship between a new employee and her or his supervisor is an important resource for successful socialization. Finally, it has been emphasized that newcomers aim to self-socialization in the workplace. For example, by proactive behavior, such as information seeking and relationship building, they try to 'learn the ropes' in the workplace and become members of organization. In my presentation, I will focus on the organizational socialization and present research findings that argue for the importance of socialization in new employees' learning and adjustment to work.