

Organizational Mechanisms to Achieve the Quality of Professional Performance of Social Workers which Working in the Field of Youth Care in Light of Modern Technological Changes

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Abstract:

The issue of the professional performance of social workers is one of the most important concerns addressed by institutions responsible for the development of social workers' professional performance. The preparation and quality of professional performance are seen as collective responsibilities. Despite this, there are identified deficiencies in the professional performance of social workers, as noted in some previous studies. Consequently, specialists have shown a growing interest in enhancing the professional performance of social workers and ensuring the quality of their professional preparation. Therefore, this study is considered as a descriptive study aiming to know the reality of the professional performance of social workers in the field of youth welfare. Additionally, it seeks to identify the most important organizational mechanisms employed by these social workers in the field of youth welfare, taking into account contemporary technological variables. This study is based on a social survey of all social workers in youth welfare departments, totaling 50 participants. A questionnaire, prepared by the researcher.

Keywords: Organizational mechanisms, quality of professional performance, youth welfare.

Introduction:

Youth represents the nation's precious wealth and treasure. They are at the forefront of the desired change, and this important wealth is properly invested in either development and construction or wasted through mis investment, leading to loss or corruption. Hence, the importance of this wealth, but it has remained powerless towards it in the way it employs and rationalizes its investment.

Youth constitute a distinct group in any society and are even the most dynamic and active group in society, a source of social change. This category is also characterized by production, giving and creativity in all fields. They are eligible for community-building responsibilities, and the numbers of life are the officer and the basic criterion of individual and social behavior. Educational objectives can be defined to reflect human nature and the nature of society only through values. This emphasizes the need for shared responsibility in deepening and developing values among youth through planning and coordination among all institutions of society, in order not to duplicate the institution or body of what other institutions do (Mahmoud, 2012, p. 612).

As illustrated by the study (Laris,2015), which emphasized that youth are the most important groups in society and considered to be among the most important sources of tolerance, change and construction within societies. They are the most active and vital group in dealing with the social issues and problems faced by societies.

The youth group is represented according to the statistics of the Central Agency for Public Mobilization and Statistics for the year (2021), by (53.9) million of Egypt's total population (872, 798, 94) million people, and the proportion of youth in the age group (15-29) is (26, 8%). According to the population changes 2019, 51% of youth are male, while 49% are female, given the importance of this group and its high proportion within Egyptian society.

The aim of youth welfare is to raise youth as integrated citizens who understand their society, are aware of the rights and duties of youth, and possess the expertise to contribute to the building and development of a community. Additionally, youth welfare involves caring for young individuals to strengthen their role in society and provide the necessary assistance to develop their abilities and skills (EL-Sadiqi, 2013, p. 475).As illustrated by Hamza (2011), the study identified a set of proposed indicators to activate the capacity of university youth welfare services to develop the cultural tolerance variables of university youth.

Student activities are thoughtful plans and programs organized by the educational institution so that the overall program is integrated, selected and exercised by the student with desire and automatically. They achieve educational and educational goals closely related to the institution's curriculum, leading to the development of the student in all its different aspects—mental, emotional, social and physical. Consequently, this results in a compatible personality capable of production (Azouz & Tariq, 2009, p.352).

The social worker is the professional responsible for all social services provided to clients through social institutions with the aim of creating social change processes and contributing to their rehabilitation and psychological and social empowerment (Afifi, 2012, p. 10).

Hence, there is a need to achieve the quality of the professional preparation of the social worker so that s/he has the ability to perform work as mandated, keep pace with the developments and changes taking place in society, and respond to the requirements of the labor market (Abo el-Nasr, 2011, p.29). The professional preparation of the

social worker aims to provide educational experiences and practical knowledge, helping them acquire technical skills through acquiring knowledge and technical perception of the practice of the profession. Furthermore, it involves acquiring social skill to achieve the objectives of professional practice (El-Sarouji, 2009, p. 35)

Despite the importance of professional preparation for social workers and the emphasis of specialists on achieving the quality of professional preparation, there are shortcomings in professional preparation, as pointed out by some studies. King (2003) refers to the traditionalism of social work education and the lack of quality in the professional preparation of social workers in the fields of professional practice. Therefore, the social work profession is always interested in modernization methods to reach global quality in the professional preparation of social workers.

This has led to the gathering of those interested in the professional preparation of social workers, emphasizing the need to achieve the quality of professional preparation as a professional practitioner in the field of social work. The real face of social work is reflected in the extent to which it succeeds in applying its principles and achieving its objectives. The success and progress of the profession are emphasized by Abd el-aal who states that the quality of the professional preparation of the social worker has a significant impact on their performance in the field after graduating from colleges and social work institutes (National Youth Council, 2009).

In light of this, the concept of quality has emerged to develop working methods in various areas. This concept refers broadly to the set of standards and procedures whose adoption and implementation aim at maximizing the goals of the enterprise, ensuring continuous improvement in performance, and producing products according to the desired purposes and specifications in the most efficient ways, with the least amount effort and cost possible (Tehama, et al., 2010, p. 11) Therefore, the social work profession, as an indispensable occupation in many areas, including youth welfare, should have an essential role to play. It seeks to create mutual adaptation between youth and their social environments and constantly strives to be a key factor in helping youth, either alone or in groups, overcome social and psychological barriers that hinder or may hinder their full contribution to society.

Social work is always a profession that seeks to empower individuals and groups so that they can improve their quality of life,

control their living conditions, and achieve security and protection (Robert et.al, 2002, p.200). It aims to contribute to providing them with basic services, satisfying their needs, and helping them acquire basic skills that enable them to participate in their society's social, economic and political system (Deepa Narayani, 2003, p.27) In order for social work to play its role efficiently and effectively, it is necessary to improve the professional performance of social workers by realistically identifying their professional level. This enables them to identify their lack of knowledge, skills, motivation and mistakes, facilitating the improvement of their professional performance and avoidance of such mistakes in the future (Al-Gharaiba, 2009, p. 176).

Social worker should also endeavor to develop their professional performance, including determining their level of performance, evaluating the methods and tactics used with clients, assessing whether they are the best, and gauging their commitment to professional values and level of professional knowledge. This approach contributes to the improvement of social workers' skills and knowledge, facilitating the acquisition of new experiences and contributing to the development of their professional performance (Abo el-Maaty, 2004, p. 121).

Professional performance aims to provide social workers with educational experiences and practical knowledge, working towards acquiring technical skills through the acquisition of knowledge and a technical understanding of the practice of the profession. It also involves working to acquire social skills to achieve the objectives of professional practice (El- Sarouji, 2009, p. 135). Within this framework, community organization is a method of social work utilizing high technology to reach a perception of the development of human services and practice community organization in developing and developed countries, governorates, cities and federations, local councils, civil society organizations and environmental institutions. Community organization addresses a multitude of problems, including poverty, child, family care, ageing, housing, crime, juveniles and mental health. It has connections with all functions and humanities such as urban planning, public administration, public policy, and health care, and is practiced through the social work profession (Jon Simon, 2008, p.57).

Community organization is also concerned with different aspects of human life, such as education, health, housing, family, childhood and special groups, showing the importance of community

organization (Khozam, 2010, p.256). Through the efficient professional performance of social workers, the intended result can be achieved according to predetermined criteria and efficiency increases whenever the full result can be achieved. This leads to the achievement of results at the lowest cost and the highest possible reach.

Therefore, the problem of the study was identified in trying to figure out what organizational mechanisms could help achieve the professional performance of social workers working in the field of youth welfare in the light of modern technological variables.

The importance of this study

lies in the interest of the state's, youth centers and institutes in youth as the makers and providers of the future. This interest prompts youth welfare centers to improve the professional performance of their employees, including social workers, to provide services at a high level of competence. In the context of global, regional and local attention to social economic issues as a means of building communities and meeting future challenges, the social work profession plays a crucial role in contributing to changes at all levels and in all fields.

Objectives of the study:

- (1) Determine the level of professional performance of social workers working in the field of youth welfare.
- (2) Determine the organizational mechanisms which are used by social workers in youth welfare departments for the professional performance of social workers.

Study hypotheses:

1. The professional performance level of social workers working in the Youth Welfare Department is expected to be medium.
2. It is expected that the level of regulatory mechanisms used by youth welfare departments to achieve the quality of professional performance of social workers will be medium.
3. There are fundamental differences between the responses of social workers to the organizational mechanisms they use to achieve the quality of professional performance according to (gender – level of education)

The theoretical part of the study:

I: Professional performance of social workers.

A. Professional Performance Concept:

Knowledge of performance linguistically: Performing something done and accomplished; performance is work, accomplishment, execution, action or effort. It involves behaving according to the requirements of a particular function and scientific and technical ability. The possibility of achieving this ability and professional performance is to carry out the responsibilities and duties of the job according to the required rate of a trained competent worker (Mabrok, 2001, p. 174).

The concept of professional performance refers to "a set of actions and duties that society expects from a particular social situation and at a given time, which society and its members expect from a member in a particular situation: a set of responsibilities and duties performed by a social worker (El-Tamami, 2014, p. 173).

Aspects of a social worker's professional performance can be identified as follows:

1. Performing his professional responsibilities to the client.
2. Performing his professional responsibilities towards client groups.
3. Performing his professional responsibilities to the client's family.
4. Performance of his professional responsibilities to the staff of the organization.
5. Fulfilling his professional responsibilities towards the institutions of society and the community.

b. Concept of Organizational Mechanisms:

- The concept of Ali: The Arabic language came from the verb "Ali" in the sense of his division, and it came in the English language in the meaning of Mechanism, and it is the nature of the composition of the parts in any God or in something similar to it (Saber, 2015, p. 27).

- In the social work dictionary, machinery is defined as methods of struggling to confront a particular situation (Abd el-Fatah, 2014, p.61).

In this study, the researcher refers to the methods used by social workers in youth welfare departments, including coordination mechanisms, training mechanisms, technology mechanisms, training mechanisms, and cooperation mechanisms.

Methodology:

-**Type of study:** This study is a descriptive study aimed at understanding the reality of the professional performance of social workers in youth welfare departments and identifying the most important organizational mechanisms used by the youth welfare department under the variables found in the communities.

- **Type of method used:** The researcher will draw on the comprehensive social survey of the 50 social workers working in the youth welfare departments.

- **Fields of study:**

- **Spatial field:** This study will be implemented in Cairo governorate in the youth welfare departments of the following institutions:

Table (1) shows the spatial field of the study.

N	Agencies
1	Ahmed Esmat Youth Center.
2	Ain Shams Youth Center.
3	AL-Amiriya Youth Centre.

Justifications for Choosing the Spatial Field: The willingness of these institutions to assist the researcher in the application of this study. - The subdivision of the study in these institutions. - The approval of social workers to apply this study.

- **The Human Sample:** The study was applied to all social workers in the institutions in question:

Table (2) shows the human sample of the study.

N	Agencies	Number of social workers
1	Ahmed Esmat Youth Center.	16
2	Ain Shams Youth Center.	13
3	AL-Amiriya Youth Centre.	21
Total:		50

Time-domain: This study was applied between 1/5/2023 and 1/7/2023.

- **Study Tools:** Questionnaire form on "Professional Performance of Social Worker in Youth Welfare Programs applied to social workers in the youth welfare departments in question.

- **The Researcher Reviews the Steps of Preparing the Study's Tools:**

The questionnaire was prepared by the researcher based on a set of steps as follows:

1. Review the Theoretical Part of the Study: Particularly focusing on previous studies on which the current study is based, as well as the tools associated with the questionnaire's subject matter.
2. Identification of Questionnaire Items: Related to the subject matter of the study, and access to some competency tools related to the professional performance of social workers.
3. Collect and Compile Phrases: For each dimension of the questionnaire form.
4. Set weights for phrases.

C- Validity of the Paragraphs (Apparent Honesty): The scale was presented to 10 faculty members of the Faculty of Social work, Helwan University, and 8 faculty members of the Higher Institute of Social work in Cairo. They provided input on the validity of the scale in terms of linguistic integrity and wording on the one hand, relevance to study variables, and ensuring that each phrase is linked to the axis to be measured on the other. Some phrases were subsequently deleted and reworded.

-Reliability of the Tool: Reliability by Split-Half Coefficient: Pearson's correlation coefficient was found between the ferry rate for each dimension and the questionnaire as a whole. The correlation coefficients were corrected using the Spearman-Brown Coefficient:

Table (3) shows the persistence of the questionnaire by calculating Pearson's correlation factor between the two parts of the questionnaire (mid-split).

N	Dimension	Split-Half Coefficient	
		correlation coefficient	Correction coefficient
first	The reality of the professional performance of the social worker in youth welfare institutions.	0.849	0.906
second	Organizational mechanisms used by the Department of Youth Welfare.	0.825	0.884
Scale as a whole:		0.83	0.895

Significant at (0.01) * Significant at (0.05)

The results of the previous table show that the correlation coefficient for the questionnaire as a whole, partially by means of the half-part, is equal to (0.895). This indicates the questionnaire's consistency, reliability in measurement and reliability on the results reached through its use.

- Statistical Analysis Methods: The data were processed through the computer using the Social Science Statistical Packages Program (SPSS V.24). The following statistical methods were applied: recurrence calculation, computational average, standard deviation, percentages.

Study Results:

Table (4) shows the level of professional performance of social workers in youth welfare departments (n = 50)

N	Level of professional performance of social worker in youth welfare departments	T. w	M	S.D	P	R
1	Primary grade prevention.	2485	2.51	0.43	83.67	3
2	Second-degree prevention.	2174	2.54	0.51	84.76	2
3	Third-degree prevention.	1150	2.56	0.55	85.19	1
Professional performance as a whole:		5809	2.53	0.49	84.33%	

The results of the previous table show that the level of professional performance of social workers in the youth welfare departments of the institutions in question is high (84.33%), with an average weight of (2.53). and a standard deviation of (0.49). The breakdown of performance level is as follows:

1. In the first rank, the level of professional performance of a social worker to achieve third-degree prevention in youth welfare programmers is high (85.19%) with an average weight of (2.56) and a standard deviation of (0.55).
2. In the second rank, the level of social worker's professional performance to achieve secondary prevention in youth welfare programs is high (84.76%) with an average weight of (2.54) and a standard deviation of (0.51).
3. In the third and final rank, the level of the social worker's professional performance level to achieve primary-grade prevention in youth-care programs is (83.67%) with an average weight (2.51) and a standard deviation of (0.43).

This is why we reject the first assumption that the professional performance level of social workers working in the Youth Welfare Department is expected to be average.

Table (5) shows the coordination mechanisms used by social workers in the field of youth welfare to achieve professional performance quality (n = 50).

N	coordination mechanisms	Answers			T-w	M	S.D	R
		Yes	Some Times	No				
1	There is a special committee for coordination among youth welfare agencies.	9	41	0	109	2.18	0.39	6
2	Leveraging the expertise of other devices to develop professional performance.	10	40	0	110	2.2	0.40	4 D

N	coordination mechanisms	Answers			T-w	M	S.D	R
		Yes	Some Times	No				
3	Continuous coordination between them and other departments.	31	19	0	131	2.62	0.49	3
4	Issuing decisions that are not inconsistent with the decisions of the institution to which it does not belong.	50	0	0	100	2	0.00	7
5	Engage with other departments both horizontally and vertically in service delivery.	10	40	0	110	2.2	0.40	4
6	Providing a database that does not allow for the non-repetition of services provided to youth.	50	0	0	150	3	0.00	1
7	Implement joint projects of interest to all departments and ensure joint action between them.	40	10	0	140	2.8	0.40	2
The variable as a whole:					121.4	2.42	high	

The results of the above table show that the most important coordination mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance of social workers are as follows

In the first rank, providing a database that does not allow for the non-repetition of services provided to youth with a total weight of (150) and an arithmetic mean of (3),

In the second rank, the implementation of joint projects of interest to all departments and guaranteeing the joint work between them with a total weight of (140) and an arithmetic mean of (2.8),

In the third rank, continuous coordination between them and other departments with a total weight of (131) and an arithmetic mean of (2.62).

In the fourth and fourth rank duplicate, taking advantage of the experiences of other organs to develop professional performance and to engage with other departments both horizontally and vertically in providing services with a total weight of (110) and an arithmetic mean of (2.2).

In the sixth rank, having a special committee for coordination between the youth welfare agencies with a total weight of (109) and an arithmetic mean of (2.18).

In the seventh rank, decisions not incompatible with the decisions of the institution to which it does not belong with a total weight of (100) and an arithmetic mean of (2).

In the seventh rank, decisions not incompatible with the decisions of the institution to which it does not belong with a total weight of (100) and an arithmetic mean of (2).

Table (6) shows the technological mechanisms used by social workers in the field of youth welfare to achieve professional performance quality (n = 50).

N	Technology mechanisms	Answers			T-w	M	S.D	R
		Yes	Some Times	No				
1	Providing modern devices for the work of specialists.	10	40	0	110	2.2	0.40	7
2	Creating a management website that allows communication with everyone.	20	30	0	120	2.4	0.49	5
3	Use appropriate technological means to exchange information between specialists.	20	30	0	120	2.4	0.49	5 D
4	Investing social media in advertising about the administration and its objectives.	50	0	0	150	3	0.00	1
5	Create an accurate database of beneficiaries.	30	20	0	130	2.6	0.49	3
6	Using technology to communicate with experiences in the field of management work internally and externally.	30	20	0	130	2.6	0.49	3 D
7	Training specialists in the use of modern technology.	50	0	0	150	3	0.00	1 D
The variable as a whole:					130	2.6	high	

The results of the above table show that the most important technological mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance are as follows:

The first ranking and the first training is a duplicate of social media investment in advertising the department and its objectives, and training specialists in the use of modern technology with a total weight of (150) and an arithmetic mean of (3).

The third ranking is a duplicate of creating an accurate database on beneficiaries and using technology to communicate with experiences in the department's work internally and externally with a total weight of (130) and an arithmetic mean of (2.6),

In the fifth and fifth rank duplicate, establishing a management website that allows communication with everyone, and using appropriate technological means to exchange information between specialists with a total weight of (120) and an arithmetic mean of (2.4). Finally, in the seventh rank, providing modern devices for the work of specialists with a total weight of (110) and an arithmetic mean (2.2). **Table (7)** shows the training mechanisms used by social workers in the field of youth welfare to achieve professional performance quality (n = 50).

N	Training Mechanisms	Answers			T-w	M	S.D	R
		Yes	Some Times	No				
1	Training courses for workers to develop their abilities to obtain community support for their programs.	10	40	0	110	2.2	0.40	5
2	Training workshops for specialists.	21	20	9	112	2.24	0.74	4
3	Conduct training courses on various programs that are tailored to youth's needs.	39	11	0	89	1.78	0.42	7
4	Organizing community support conferences to address youth's problems.	11	20	19	92	1.84	0.77	6
5	The Department is keen to establish an internal unit responsible for training within it.	50	0	0	150	3	0.00	1
6	Hiring experts to develop the Department's training plans.	31	19	0	131	2.62	0.49	2
7	Management is keen to periodically evaluate the training programs it implements.	31	19	0	131	2.62	0.49	2 D
The variable as a whole:					116	2.33	medium	

The results of the above table show that the most important training mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance are as follows:

In the first rank, the department is keen to establish an internal unit responsible for training within it with a total weight of (150) and an arithmetic mean of (3).

In the second rank and the second rank duplicate, the use of experts in the development of the department's training plans and the keenness of management to periodically evaluate the training

programs implemented by them with a total weight of (131) and an arithmetic mean of (2.62).

In the fourth rank, holding training workshops for specialists in a total weight of (112) and an average arithmetic mean of (2.42).

In the fifth ranking, organizing training courses for workers to develop their abilities to obtain community support for their programs with a total weight of (110) and an arithmetic mean of (2.2).

In the sixth rank, arranging community endorsement conferences to address youth problems with a total weight of (92) and an arithmetic mean of (1.84).

In the seventh rank, organizing training courses for workers on various programs that are commensurate with youth's needs with a total weight of (89) and an arithmetic mean of (1.78).

Table (8) explains the collaboration mechanisms used by social workers in the field of youth welfare to achieve professional performance quality (n = 50).

N	cooperation mechanisms	Answers			T-w	M	S.D	R
		Yes	Some Times	No				
1	Strengthening the Department's cooperation mechanisms with other organizations in the implementation of youth programs.	50	0	0	100	2	0.00	5
2	Signing protocols with other departments to implement joint plans.	50	0	0	150	3	0.00	1
3	The Department's cooperation with various media agencies.	29	21	0	129	2.58	0.50	3
4	Collaborate with community leaders to benefit from their experiences in addressing youth problems.	40	10	0	140	2.8	0.40	2
5	Participation with other organizations in the implementation of youth welfare projects.	10	40	0	110	2.2	0.40	4
6	Strengthening inter organizational funding.	50	0	0	100	2	0.00	5 D
7	Provide an opportunity for all organizations to consult on the identification of youth's priorities.	10	29	11	99	1.98	0.65	7
The variable as a whole:					118	2.36	medium	

The results of the above table show that the most important cooperation mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance of social workers are as follows:

The first mechanism is signing a protocol with other departments to implement joint plans with a total weight of (150) and an arithmetic mean of (3).

The second is cooperating with the leaders of the community to benefit from their experiences in addressing the problems of youth with a total weight of (140) and an arithmetic mean of (2.8).

In the third rank, the department's cooperation with various media agencies with a total weight of (129) and an arithmetic mean of (2.52).

In the fourth rank, involvement with other organizations in the implementation of projects to care for youth with a total weight of (110) and an arithmetic mean of (2.2).

In the fifth and fifth duplicate rank, enhancement of the department's cooperation mechanisms with other organizations in the implementation of youth programs and strengthening of funding between organizations with a total weight of (100) and an arithmetic mean of (2).

In the seventh rank, providing an opportunity for all organizations to consult on the prioritization of youth with a total weight of (99) and an arithmetic mean of (1.98).

Table (9) shows rank of organizational mechanisms.

N	rank of organizational mechanisms	T-w	M	R
1	Coordination Mechanisms	121.4	2.42	2
2	Technology Machinery	130	2.6	1
3	Training Mechanisms	116	2.33	4
4	Cooperation Mechanisms	118	2.36	3
The variable as a whole:		121.3	2.42	high

The results of the above table show that the rank of organizational mechanisms used by social workers in the field of youth welfare to improve the professional performance of meeting workers is as follows:

The first ranking is technology machinery with a total weight of (130) and an arithmetic mean of (2.6).

In the second rank are coordinating mechanisms with a total weight of (121.4) and an arithmetic mean of (2.42).

In the third rank are cooperation mechanisms with a total weight of (118) and an arithmetic mean of (2.36).

In the fourth rank are training mechanisms with a total weight of (116) and an arithmetic mean of (2.33).

The overall average of the organizational mechanisms used by the youth welfare departments is high with a total weight of (121.2) and an arithmetic mean of (2.42).

This is why we reject the second assumption that it is expected that the level of regulatory mechanisms used by youth welfare departments to achieve the quality of professional performance of social workers will be average.

This makes us partially accept the third assumption that there are fundamental differences between the responses of social workers to the organizational mechanisms they use to achieve the quality of professional performance according to the type and level of education.

Discussion: The results of that study will be discussed in the light of its objectives and hypotheses:

Discussing the first hypothesis: The professional performance level of social workers working in the Youth Welfare Department is expected to be medium.

The results of the previous table show that the level of professional performance of social workers in the youth welfare departments of the institutions in question is high. The professional performance levels are ranked as follows:

First, the level of professional performance of a social worker to achieve third-degree prevention in youth care programs; second, the level of professional performance of a social worker to achieve second-class prevention in youth care programs; and third, the level of professional performance of a social worker to achieve first-class prevention in youth care programs. These results align with the findings of the Bush study (2005), which emphasized the effectiveness of the social worker's role in providing services to vulnerable groups within society.

Addressing the second hypotheses: It is expected that the level of regulatory mechanisms used by youth welfare departments to achieve the quality of professional performance of social workers will be medium.

A. The most important coordination mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance of social workers are as follows:

The results of the coordination mechanisms indicate the necessity of providing a database that prevents the repetition of services provided to youth. Additionally, there is an emphasis on implementing joint projects of interest to all departments, ensuring joint action between them. Continuous coordination between youth welfare departments and other departments is crucial, involving the utilization of other agencies' expertise to develop professional performance. Engaging with other departments, both horizontally and vertically, in service delivery is highlighted. The establishment of a special committee for coordination between youth welfare bodies is deemed necessary, along with the adoption of resolutions that do not conflict with the decisions of the institution to which it does not belong.

This aligns with the findings of Abo Zeid, (2006), which explained that various mechanisms can be used by organizations in dealing with different groups. The most important of these mechanisms are coordination mechanisms, which are used both at the horizontal and vertical levels. This emphasizes the importance of coordination between different departments in the field of youth welfare as well as with other departments.

B. The most important technological mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance of social workers are as follows:

The results of technology mechanisms suggest that social media should be invested in advertising management and its objectives. Furthermore, there is an emphasis on training specialists in the use of modern technology. This involves creating an accurate database of beneficiaries and utilizing technology to communicate with internal and external expertise in the department's work. Establishing a departmental website that facilitates communication with all, and using appropriate technological means to exchange information among specialists is crucial. These findings align with the results of Landy et.al. (2007), She explained that the social workers need to develop and keep pace with scientific and technological progress through training in all serious technological means that help to develop their professional preparation by focusing on developing skills, knowledge and information for all social workers working that institution.

C. The most important training mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance of social workers are as follows:

The results indicate that the department must be keen to establish an internal unit responsible for training. This involves using of experts in developing the department's training plans and keenness on the part of the management to periodically evaluate the training programs. The implementation of training workshops for social workers, training courses to develop workers' abilities for obtaining community support, and the organization of community support conferences to address youth problems are essential. Furthermore, conducting training courses on various programs that cater to the diverse needs of youth is crucial. These findings align with the results of Khotary (2003), which emphasizes addressing the challenges of modern life by prioritizing the professional preparation process.

D. The most important cooperation mechanisms used by social workers in the field of youth welfare to achieve the quality of professional performance of social workers are as follows:

The results highlight the necessity of signing protocols with other departments to implement joint plans. This involves cooperation with community leaders to benefit from their experiences in addressing youth problems. Furthermore, the department's collaboration with various media agencies and active participation with other organizations in the implementation of youth welfare projects is crucial. Strengthening the department's cooperation mechanisms with other organizations in the implementation of youth programs and enhancing funding channels among organizations are vital aspects. Additionally, ensuring that all organizations have an opportunity to consult on the identification of youth's priorities is important.

These findings resonate with the results of a study by Abo el-Nasr (2009), which emphasized the importance of caring for the professional preparation of social workers. This preparation is essential for them to cope with modern-day variables and respond to the requirements of the labor market. The study also highlighted key requirements for professional preparation, including personal and professional preparation, theoretical preparation and field training. Both the social worker and the institutional coordinator bear responsibility for bringing about the required change in all elements of social work, as they play many roles in the process of planned and intended change.

Addressing the third hypotheses: There are fundamental differences between the responses of social workers to the organizational mechanisms they use to achieve the quality of professional performance according to (gender – level of education)

No fundamental differences were found between the responses of social workers to the organizational mechanisms they use to achieve the quality of professional performance based on the gender variable between males and females. The calculated (t) value was (0.408), while the tabular (t) value (1.96) was at an indicative level of (0.05). This suggests that the institutions where these social workers work bear responsibility for all these differences.

Recommendations:

- Support the preventive role of youth welfare departments by establishing professional scientific staff and consultants for social workers.
- Present the results of field studies before decision makers and policymakers at the local and national levels to draw up plans and implement programs and projects that contribute to the proper preparation of social workers.
- Establish a comprehensive database and information system on youth welfare departments operating in the areas of youth welfare, facilitating effective care for youth.
- Utilize foundations for achieving social justice among workers based on local and international experiences, adapting practices and to the specificities of the social workers in Egyptian society.
- Provide professional support for all social workers, with a specific focus on issues relevant to youth.
- Address social security issues and societal problems associated with youth, developing professional methods to tackle these problems and implementing preventive measures to reduce their adverse impact.

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