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The Role of Financial Incentives in Promoting Social Responsibility in Hospital Institutions in Light of the Covid 19 Pandemic - A Study of a Sample of Hospitals

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Abstract:

This study aims to know the extent of the impact of financial incentives in strengthening the social institution in the light of covid 19 for hospital institutions in the state of Laghouat. To achieve this aim, data collection forms were distributed to a random sample of 70 individuals from the study population in various hospitals in the state and analyzed using the spss26 program.

This study concluded with some of the most important results: the financial incentives did not contribute to strengthening the social responsibility of hospital institutions in tight of covid 19 while the most prominent recommendations were that the institution should research and know other factors that would strengthen and enhance it's social responsibility.

Key words: social responsibility, financial incentives, hospital institutions, covid 19 .

I.Introduction :

The survival of any institution and its continued existence is associated with the extent to which it achieves its goals, and this can only be achieved by the good use of its resources and its activation. Material incentives are the most prominent element that may motivate them, unlike other incentives, and make them present the best of their qualifications and even innovate

Most of the previous studies came in support of the idea that material incentives are one of the easiest ways that lead the organization to achieve its goals, which makes it always resort to material incentives when it is difficult for it to achieve the goal in other ways. Among its goals that it wants to achieve is fulfilling its social responsibility and continuing this commitment No institution, whatever its nature, can be excluded from achieving social responsibility

All institutions are required to carry out their social duty towards stakeholders and society[1 2], but what has affected the world recently (Covid 19) crisis has reminded him of the importance of achieving social responsibility, especially in hospital institutions. Medical and humanitarian assistance to the injured and to provide all possible capabilities. With the continuation of this crisis, global health organizations and some governments in the countries of the world have tended to encourage those stationed inside hospitals and motivate them to continue working and provide more services to the patient and society and contribute to saving more lives

1. **The problem of the study**: that most hospitals in the world generally assume their social responsibility according to their humanitarian activity based on providing medical assistance to each patient, but those in charge of them provide incentives in the event of a great achievement or profits, or they may resort to it as a kind of motivation to support their activities and motivate them to continue In giving and due to their great and continuous effort, but with the emergence of this pandemic (Covid 19) and the interest in embodying social responsibility, we find ourselves facing an issue that must be addressed, which is:

To what extent can financial incentives enhance social responsibility in light of the (Covid 19) pandemic for hospital institutions in Laghouat?

From this problem, a number of the following sub-questions crystallize:

- Is there a statistically significant effect at the level of significance **(α ≤0,05)** between financial stimulus and the promotion of economic responsibility in light of the (Covid 19) pandemic in hospital institutions in the state of Laghouat;
- From this problem, a number of the following sub-questions crystallize: Is there a statistically significant effect at the level of significance **(α ≤0,05)** between financial stimulus and strengthening legal responsibility in light of the (Covid 19) pandemic in hospital institutions in the state of Laghouat;
- From this problem, a number of the following sub-questions crystallize: Is there a statistically significant effect at the level of significance **(α ≤0,05)** between financial incentives and the promotion of moral responsibility in light of the (Covid 19) pandemic in hospital institutions in the state of Laghouat;
- From this problem, a number of the following sub-questions crystallize: Is there a statistically significant effect at the level of significance **(α ≤0,05)** between financial incentives and the promotion of charitable responsibility (voluntary) in light of the (Covid 19) pandemic in hospital institutions in the state of Laghouat;

2. Hypotheses:

From the above questions, we can put forward the following hypotheses:

2.1. main premise : There is no statistically significant effect at the level of significance**(α ≤0.05)** between financial stimulus and the promotion of social responsibility in light of the Covid pandemic in hospital institutions in the state of Laghouat How can we give the following sub- hypotheses;

2.2. sub-hypotheses :

- **H 01:** There is no statistically significant effect at the level of significance **(α ≤0.05)** between financial stimulus and the promotion of economic responsibility in light of the Covid pandemic in hospital institutions in the state of Laghouat
- **H 02:** There is no statistically significant effect at the level of significance **(α ≤0.05)** between financial stimulus and strengthening legal responsibility in light of the Covid pandemic in hospital institutions in the state of Laghouat
- **H 03:** There is no statistically significant effect at the level of significance **(α ≤0.05)** between financial stimulus and the promotion of moral responsibility in light of the Covid pandemic in hospital institutions in the state of Laghouat
- **H 04:** There is no statistically significant effect at the level of significance **(α ≤0.05)** between financial incentives and the promotion of charitable responsibility (voluntary) in light of the Covid pandemic in hospital institutions in the state of Laghouat

3. The importance of the study: The importance of this study is highlighted by highlighting the impact that financial incentives play in promoting social responsibility during the (Covid 19) period for hospital institutions, as they are sensitive and important institutions in this situation, which is what we will try to extract from this study.

4. Study Objectives: The aim of this study is multi-faceted, including:

- Giving the conceptual formula about financial incentives and social responsibility.
- Highlighting the impact of financial incentives on social responsibility in hospital institutions. Knowing the extent to which incentives contribute to enhancing social responsibility in light of the Covid pandemic.
- Knowing how to deal with financial incentives and the extent to which they are used to embody social responsibility in Laghouat hospital establishments.

5. Previous studies:

5.1. STUDY (Sangeeta Bansal and Madhu Khanna ET AL in 2020)Incentives for corporate social responsibility in India: Mandate , peer and crowding –out effects: This study aims to investigate the role of peer pressure in influencing the company's response to the law that requires organizations to spend 2% of their profits on social initiatives that meet the requirements of social responsibility between 2014/2015 in India and to study the effectiveness of the Indian companies law in the first two years of its implementation, which urges To report on the social activities of the institution and compare its expenses before implementing the law and after its implementation on social responsibility and knowing the other motives for adopting social responsibility.

This study was conducted by analyzing the data panels of 39,736 companies during the period from 2010-2016 to reach in the end a set of results, the most important of which are: This law has failed to achieve its objective, as its response rate was slow compared to what was expected, and the role of peers in influencing the response Companies of the new law have diminished compared to what it was before, which means that the core motives of social responsibility have been affected more than the actual embodiment of this law However, the new corporate law had a significant impact. Statistics on the likelihood of increased reporting of CSR activities by qualified organizations were stronger in 2015 than in 2016 and the probability of reporting CSR expenditures increased by 19% and 28% in 2015-2016, respectively.

5.2. Study(Graig Dunbar , Zhichuan (Frank) Li ET AL in 2020)titly (risk-taking incentives and corporate social responsibility CEO): This study aims at how to create and modify risk management incentives by studying the impact of CSR on the risk incentives provided to the CEO through option-based compensation in addition to the impact of social responsibility on the CEO's choice, and also studying the impact of modifying the CEO's risk incentives and his response to risk environments Then the reliance in this study on the use of 24496 observations from American companies for 2610 companies between 1992-2016 and the reliance on the database known as KLD to adopt one measure and capture the status of social responsibility in general.

Where this study concluded that companies are working hard to modify the incentives of CEOS in response to the position of social responsibility, and that the impact of company risks on the social responsibility relationship is stronger for high-tech industries, meaning that the higher the risk ratio, the stronger the Vega - CSR relationship.

5.3. Study(Eltaher Maimon and Abdelkader Sharif 2020 entitled The Impact of Commitment to the Social Responsibility of Health Institutions in Improving the Quality of Service Provided - The Case of Laghouat Hospitals) : This study aims to identify the impact of adopting the dimensions of social responsibility on the quality of the health service provided by four hospital institutions operating in the state of Laghouat, and to show the importance of health institutions practicing their social role. In Laghouat, 80 applications will eventually be accepted , This study concluded a number of results, the most important of which is that there is an impact of the dimensions of social responsibility on the quality of health services, and that health institutions are committed to keeping pace with technological developments, health, security and safety procedures, and maintaining the confidentiality of their patients' data. Physical work conditions and the need to adopt the concept of social marketing as an entry point to improve the quality of service provided.

6. What distinguishes the current study from previous studies: To find out the summary of previous studies and the advantage of the study through what was presented from a group of previous studies related to the subject of our current study, which touched on financial motivation and the extent to which it enhances the reality of social responsibility in the period of Covid 19 in public hospital institutions in the state of Laghouat and the nature of the relationship between them.

Most of the previous studies concluded that financial incentives contribute significantly to achieving the goals of the institution, as the researcher sought to benefit from the previously continuous results, especially in the study of (Al-Taher Maimon and Abdel Qader Sharif 2020), (Saedan Rashid 2017) and (Saeed Ksentini 2020) and others. And work to raise and value them in proportion to the knowledge of the role of financial incentives in the time of Covid 19 in enhancing the reality of social responsibility, and according to the limits of the researcher's knowledge, this study is considered one of the first studies to assess the impact of financial incentives in the period of Covid 19 on social responsibility in hospital institutions.

7. Study limits:

- ✓ **time limits:** 22/102021 to 25/11/2021
- ✓ **Borders possibility:** Hospital institutions in the state of Laghouat.
- ✓ **Human limits:** employees of hospital institutions in the state of Laghouat.

8. Study Methodology: In order to answer the questions posed and treat the subject with its variables, and by reviewing previous studies, it has become clear that the appropriate approach to the study is the descriptive analytical approach because it is an aid method for the comprehensive and in-depth analysis of the problem. This study is quantitatively and qualitatively and facilitates the process of answering the problems presented by analyzing the studied phenomenon and is consistent with the approach adopted by the study (Al-Taher Maimon and Abdul Qadir Sharif 2020).

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II.Theoretical framework:

1. Financial incentives:

There have always been numerous studies that study the effect of incentives on several elements, including improving performance, achieving goals for organizations, achieving profits or job satisfaction, and others, and most of them concluded that there is a close relationship between the incentives offered and these variables (ANIS JIRONISA et AL,2020 و David Edward Marcinko et AL, 2014), except That the financial incentives had the most effective effect in achieving the goal compared to other incentives (Anthony Scott et AL,2018 and Ainas Eltarhuni et AL,2017)

However, this does not mean trying to achieve a balance between financial and non-financial incentives to meet various needs. The activation of the financial incentive system in hospitals is an encouragement for working individuals to raise their performance, change their behavior, and improve the quality and quality of their service. There are many definitions of financial incentives, so the Oxford Dictionary defines: "Incentive is the thing Which motivates or encourages à person to do something" As for the World Health Organization, it considered it "all the rewards that organizations provide to individuals working in them for work or intervention they perform" .[3]

considered it "all the rewards that organizations provide to individuals working in them for work or intervention they perform " Financial incentives provide people with significant motivation and encourage them to try to identify new behaviors and motivate people to adopt such behaviors in the long run. Examples include providing financial rewards to encourage people to conserve energy.

And free bus tickets to encourage them to try public transportation. Financial incentives have been defined as those that specifically provide people with an additional motivation to do a particular behavior they would not otherwise and make it more attractive to engage in it by providing additional financial benefits[4], and they are also defined as groups It is a measure that is designed and put in place to influence the motives and behavior of individuals, groups or organizations with the aim of achieving a specific activity or goal in return for a certain amount of money.[5]

Robinson (1999) assumes that employee decisions can be manipulated and make changes in his productivity by using a strong motive, which is the financial incentive, Konrad (2006) describes financial incentives as influencing the decisions of the institution and the individuals working in it by directing them towards financial incentives on consumers in this financial work. [6]

The real importance of financial incentives for hospital workers is reflected in:

- Contribute to the realization of career satisfaction for the worlds;
- Achieving work goals efficiently and effectively by providing high quality services to patients ;
- Improving employee performance and delivering it to the highest levels Improving employee performance and delivering it to the highest levels;
- Increasing the motivation of employees and encouraging them to continue performing their duties ;

- Contribute to raising and lowering the effectiveness of the implementation of health programs and the way to deal with them.[7] [8]

With the emergence of the Covid 19 virus, the world is seeking in various ways to get out of this crisis with minimal losses, save more lives and eliminate the epidemic, and the greatest burden was placed on the shoulders of hospitals, which are the only recourse that would reduce damage, preserve lives and provide hope, whether through medical follow-up or supervision to provide vaccinations

Some governments and major companies turned to the element of financial incentives to achieve this goal and began to provide moral and material support, encourage workers and give them the motivation to confront this epidemic and sharpen their determination to continue their mighty efforts and increase their determination to compensate them even a small amount compared to their great efforts and restore to them the feeling that they are an important element in society and a reason Important in his survival and existence;[9] [10]

The Algerian government had an experience in this, as the President of the Republic, Abdelmadjid Tebboune, issued a decision to grant an amount of money as an exceptional bonus for the benefit of the users of public structures and institutions affiliated with the health sector, in accordance with Presidential Decree No20-79, Dated March 31, 2020, It contains the categories, the value of the bonuses and the risk grants that the sector workers will benefit from, starting from the entry into force of this decision.

The presidential decree stated that this bonus will be paid to each category for a period of three months, subject to renewal, provided that the exceptional bonus is not subject to income tax or social security contributions. It will be disbursed to these, as the administrative employee and the support user will benefit from a 10,000 cents grant, while a 20,000 dinars grant will be disbursed to paramedical staff and 40,000 dinars for doctors.[11]

2. Social Responsibility :

2.1. The concept of social responsibility: In recent years, the public interest in corporate transparency has increased significantly in the field of corporate social responsibility in general, as organizations around the world now provide more information about issues related to their economic, social and environmental behavior and it has become obligatory for entities to comply with certain obligations, especially those Which is directly related to its social responsibility towards stakeholders and society, and hospitals can benefit from the adoption of corporate social responsibility and gain the respect of users, professionals and the community, hospitals have become required to integrate and promote

world now provide more information about issues related to their economic, social and environmental behavior and it has become obligatory for entities to comply with certain obligations, especially those Which is directly related to its social responsibility towards stakeholders and society, and hospitals can benefit from the adoption of corporate social responsibility and gain the respect of users, professionals and the community, hospitals have become required to integrate and promote social, economic and environmental aspects in the field of health care ,In addition to targeting the quality of services and advanced technology, they must consider the economic, social, and environmental aspects of corporate social responsibility. [12]Leboyne, Friedman and Carroll considered that social responsibility is a voluntary principle that transcends the rule of law, meaning that socially responsible procedures, although mandatory in nature, the dominant understanding It is still voluntary, as it is guided primarily by the good morals prevailing in the environment of the institution, and therefore every commercial activity is subject to the terms of social responsibility voluntarily first .[13][14]

According to Hans Jonas, the ethics of responsibility is not only related to respecting human beings that already exist, but also that responsibility means the duty to guarantee that human beings will continue to exist, and it is an absolute and categorical principle of responsibility for individuals to ensure the sustainability of the earth. It can also refer to the responsibility of the company as an ethical representative i.e. it is able to be morally responsible for its actions, strategies and policies;[15]

The social responsibility of the organization can be defined as the organization's participation in those actions that ultimately help to improve the social situation. Taking a social responsibility strategy can be a powerful tool for the sustainability and survival of any business. Recently, the concept of social responsibility was linked to health organizations as it must It participates in social activities, assumes its social responsibility, provides health care services, and addresses any negative impact on the health of the individual and society, and this is by the commitment of all other organizations to their social responsibility.[16]

2.2. Dimensions of social responsibility: Carroll presented his first model 1979, which is considered a reference in the literature of social responsibility and allows finding the common ground that recognizes the responsibilities of the company towards its shareholders and supporters of the theory of stakeholders. It is based on taking care of the lower level before the higher level, as it presented an interesting classification of the importance of corporate social responsibility by identifying four dimensions, which we present in the following figure:[17] [18]

Figure 01: Shows the dimensions of social responsibility according to Carroll's model:

Charitable or Voluntary Responsibility

- Provide programs that support the community - education, health or human services, culture and the arts.
- Contribute to improving the life of the community
- Engage in volunteer work

Ethical Responsibility

- Moralize its affairs, decisions, principles, and course of activity
- That is, we must act in a way that society expects to guarantee the right and avoid harm to different groups

legal responsibility

- Compliance with all laws and regulations related to the environment, consumer and employee protection
- Fulfill all contractual obligations that reflect what is right or wrong and what society has demanded

Economic Responsibility

- Achieving the economic benefit by maximizing sales, achieving profits and reducing costs
- Make sound strategic decisions Pay attention to the dividend policy Providing appropriate and attractive returns for investors in return for their investments

Source : prepared by the researcher based on the two previous references.

2.3. The reality of social responsibility in Algerian hospital institutions: Hospital institutions, like other institutions, are required to embody social responsibility in their activities, regardless of whether they are classified as private or public, and this is due to the sensitivity of their work and their position in society by providing medical and health services to multiple parties with high quality and efficiency. It is a sub-system that disturbs the society and is affected and affected by it, and it takes into account all the requirements and needs of the direct parties in dealing with it, such as patients and the local community, or indirectly as global health bodies and competing institutions and so on.

And the Algerian hospital institutions adopt social responsibility, like other hospitals, and embody it in its various dimensions, morally, legally, charitable or voluntary, and even economically, although public hospital institutions do not focus on making a profit. (Saedan Rachid 2017) and (Al-Taher Mimoun 2018), Algerian hospitals are committed to their social responsibility by keeping pace with technological developments, procedures, public safety, environmental protection, and all the other responsibilities that they entail

It provides health and medical care, whether treatment or prevention, to all workers and dealers, which is considered easy due to its activity. It also seeks to provide basic services such as transportation, transportation, training, development of their competencies and increase their enemies, and it facilitates searches for doctors and administrators to complete their scientific research and provides recreational, cultural and sports services to workers as trips. Hajj, Umrah, holy places, holding seminars and meetings and making rapprochement between them and the administration, and hospitals contribute to protecting the environment by providing advanced equipment for the discharge of their health intentions according to

development of their competencies and increase their enemies, and it facilitates searches for doctors and administrators to complete their scientific research and provides recreational, cultural and sports services to workers as trips. Hajj, Umrah, holy

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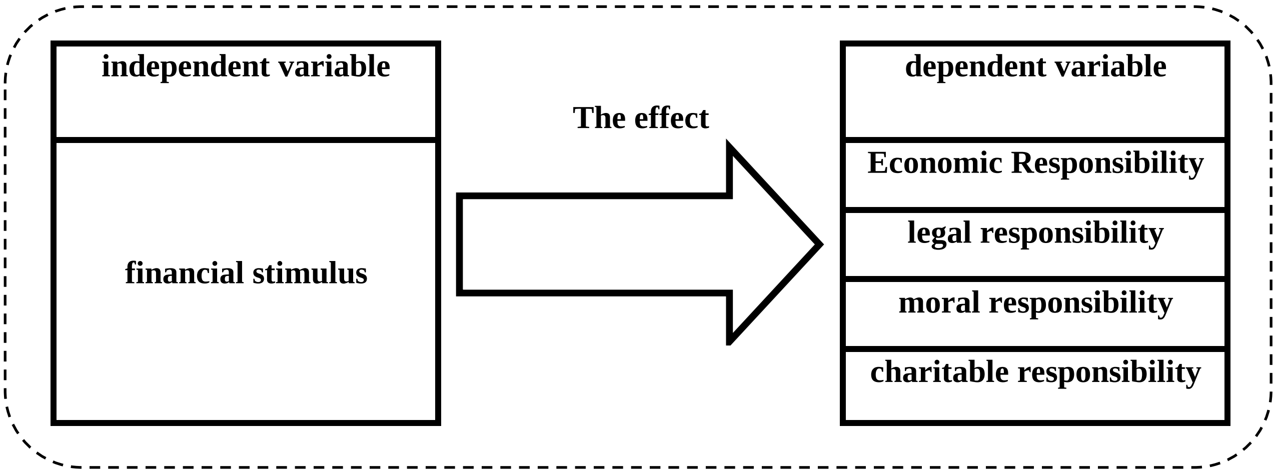
places, holding seminars and meetings and making rapprochement between them and the administration, and hospitals contribute to protecting the environment by providing advanced equipment for the discharge of their health intentions according to multiple health methods by national and international health authorities. [19] [20]

III. **field study:**

1. **Study model:** It is a graph that represents the relationship between the study variables (independent and dependent), where the study framework was based on the size of the impact left by the independent variable (financial incentives), which is supposed to have affected the four dimensions of the dependent variable (economic responsibility, legal responsibility, moral responsibility). , charitable responsibility), which can be presented as follows:

Figure 02: Shows the study model



Source : Created by researchers

2. **The study population and sample and the statistical methods used:**

2.1. Study population: all workers (doctors, paramedical, administrative and others) who belong to hospital institutions in the state of Laghouat.

2.2. Study sample: The researcher relied on a random sample for the purpose of obtaining the required (70) data, and it was selected from the study population shown in the previous paragraph

2.3. . **Data collection tools:** In order to obtain the necessary data for the treatment of this study, it was relied on.

2.4. The statistical methods used: "Excel 2010" and "spss26" were used in the process of data unloading and processing, and for the statistical analysis of the data and testing the hypotheses of the study, the following statistical methods were relied on:

- Cronbach'alpha coefficient to test the reliability and validity of the study tool;
- Statistical methods in general to obtain general decisions about the characteristics and features of the composition and distribution of the study population. The methods included recurrence and proportions in order to highlight the characteristics of the sample and determine the extent to which its members agree on the questionnaire data;
- Standard deviations to know the trends of the respondents' answers and to measure the relative importance of the questionnaire's axes statements;
- Regression model, which is to test the effect between the independent variable on the elements of the dependent variable and to test hypotheses;

5.2. The validity of the arbitrators: Like other studies, the questionnaire was evaluated by university professors to determine whether it is suitable for the current study or not. Their suggestions and comments were taken into account.

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6.2. The general trend: the grades were given and the general trend was determined according to what is shown in the following table:

Table No. 01: Giving grades and the general direction of the study

the meaning	the field	direction	grades
low	1 – 1.66	No	**1**
neutral	1.67 - 2.33	I do not know	**2**
high	2.34 - 3	Yes	**3**

Source : Created by researchers

3. Presenting and discussing the results of the study:

3.1. Testing the validity and reliability of the study tool: In order to ensure the reliability of the study tool (the questionnaire), the coefficient (Cronbach'alpha) was used.

Table No. 02: The results of the test of validity and reliability of the study tool:

Alpha Cronbach	Number of study phrases
0.922	**phrases 34**

Source: Prepared by the researchers based on spss26 output.

Through the above table, it can be seen that the total alpha-Cronbach coefficient is (0.922) which is greater than (0.6), which indicates that the questionnaire has a normal degree of stability, and it can be applied to all sample members, and for the axes, the fifth axis (dimension charity) from the dependent variable (social responsibility) with the highest value of 0.958, while the second axis (the economic dimension) came at 0.762 with the lowest value.

Anomalies in the first variable (financial incentives) and second (social responsibility) were identified and treated and compensated with an arithmetic mean from the rest of the data that came in the following paragraph: Paragraph No. 31 for the first change, and the second variable came in paragraphs 42, 31, 4.

3.2. Show the frequency distribution of the sample characteristics:

Table No. 03: The demographic characteristics of the study sample:

Properties	answer alternatives	the number	percentage %	Properties	answer alternatives	the number	percentage %
sex	Male	31	44.3	work nature	doctor	5	7.1
	female	39	55.7		paramedical	35	50.0
Qualification	Bachelor's degree or less	15	21.4		Administrative	25	35.7

	Technical	8	11.4		professional worker	3	4.3
	Senior technician	10	14.3		other	0	0
	Bachelor's degree	16	22.9		Not answering	2	2.9
	Master	10	14.3	professional career	less than 5 years	28	40.0
	State Engineer	4	5.7		From 6 to 10 years	28	40.0
	PhD	5	7.1		From 11 to 15 years	1	1.4
	Not answering	2	2.9		From 16 to 20 years	3	4.3
Age	under 30 years old	29	41.4		Over 21 years old	7	10.0
	30 to 40 years old	23	32.9		Not answering	3	4.3
	40 to 41 years old	11	15.7	Monthly Salary	Less than 20 thousand DA	5	7.1
	From 51 and above	3	4.3		From 20 thousand DZD to less than 40 thousand	40	57.1
	Not answering	4	5.7		From 40 thousand DZD to less than 60 thousand	19	27.1
					From 60 thousand DZD to less than 80 thousand	3	4.3
					More than 80 thousand dinars	0	0
					Not answering	3	4.3

Source: Prepared by the researchers based on the output of spss26.

It is clear to us from Table No. 03 that the highest percentage of respondents are females, with a percentage of (55,7%), while the percentage of males was (44.3%), As for the scientific qualification of the sample surveyed, most of the respondents The sample obtained a “Bachelor’s Degree” with a percentage estimated at (22.9%), while individuals who obtained a “baccalaureate or less” came second with (21,4%), while the respondents who obtained a “state engineer” certificate came in last. **Two of the sample members with their educational level**. As for ages, it came in the category “less than 30 years” with a percentage ranging from (41.4%) and the lowest age group surveyed with a percentage of (4,3%), which belonged to individuals aged 51 years and over, **while four did not live Subjects were asked to give their ages ,** Most of the members of the studied sample had experience that was divided between two categories: “less than 5 years” and “6 to 10 years,” where their percentage reached (40%), while 03 individuals failed to answer the years of experience they possessed, and the nature of the work of most of the members of the studied sample was “semi-medical.” At a rate of (50%), the lowest group surveyed was “professional workers” with a percentage of (4,3%), **while two of the sample members did not state the nature of their work**, while the highest percentage of the interviewed individuals was according to their monthly salary. They are those who receive a salary ranging between "20,000 dzd to less than 40,000" at a rate estimated at (57,1%). As for the lowest group surveyed, their salary ranged between "60,000 dzd to less than 80 thousand", **while three individuals did not answer the question related to their monthly salaries ;**

3.3. Analysis of the results of the frequency distribution of the study axes:

Table No. 04: The trend of respondents’ answers on the first axis (financial incentives)

answer alternatives		answer alternatives				SMA	standard deviation	variance
		Yes	I do not know	No	Not answering			
The independent variable (first axis): financial incentives		27.43	13.14	55.85	3.58	1.8651	0.58444	0.342
dependent variable	The second axis: the economic dimension	22.88	20.88	51.70	4.58	1.9319	0.87208	0.761
	The third axis: the legal dimension	45.87	28.75	22.85	2.48	2.3111	0.60712	0.369
	Fourth Axis: The Ethical Dimension	50.71	19.98	22.13	7.16	2.6080	0.80314	0.645
	The fifth axis: the charitable dimension	32.88	36.3	28.02	2.90	2.1317	0.60289	0.363

Source: Prepared by the researchers based on the output of spss26.

From the above table, we conclude the following:

The arithmetic averages of the opinions of the study sample members about paragraphs after the independent variable "financial incentives", which ranged between (1,471-2,8429), and with an estimate degree, the majority of which was between low and neutral, as paragraph No. (08) which states (considered the Covid grant 19 tasks in the process of motivating workers to continue to provide the best under these difficult conditions) which is the most homogeneous with an average of (2,84), while paragraph No. (04) came in the last rank, which states (the institution provides bonuses for the overtime hours that we work) Therefore, it is the least homogeneous. In general, the general average of the "financial stimulus" dimension was neutral, with an arithmetic mean (1,8651) and a standard deviation estimated at (0.5844).

It is a degree that indicates that most of the respondents in the sample considered that the Covid-19 grant is the most encouraging incentive for them in light of these difficult health conditions, especially with the entry of the new axis “Omicron”, but there is another group that remained conservative about the distribution and appropriateness of its ratios and the institution’s provision of incentives Finance for their hard work and extra working hours.

While the value of the arithmetic averages for the paragraphs of the first dimension, "the economic dimension" and the dependent variable "social responsibility" ranged between (1,6282-2,500), and with an estimate degree, the majority of them were neutral, so paragraph (01) was the most homogeneous with an average of (2,50), which It stipulated (the lack of competition in our sector does not affect the quality of our services to members of society), while paragraphs No. (03) and (04) were the least homogeneous with an average value of (1,6282), while the general average of the first dimension of the dependent variable “social responsibility” came with a value estimated B (1,9319) and (0.87208) as a standard deviation and a neutral estimate, and this degree indicates that most of the respondents believe that the lack of competition in the health sector does not affect the quality of service provided by the sample members to community members, but most of them did not see That the institution provides them with the material and moral support they need nor do they use advanced technology. While performing their duties.

While the arithmetic averages of the opinions of the study sample members about the paragraphs of the second dimension of the dependent variable “the legal dimension” were between (2.1714-2.70), and with an estimate degree divided between neutral and high, where came paragraph No. (08), which states (The institution ensures the implementation of Strictly legal instructions) are the most homogeneous with an average score of (2,842), while paragraph No. (05) comes in last, which states (the institution is seriously committed to security and public safety standards) and is therefore the least homogeneous.،While the general average of the "legal dimension" was neutral, with an arithmetic mean of (2,3111) and a standard deviation of (0.60712), which is a degree that indicates that most of the respondents believe that the institution is seriously concerned with the implementation of legal instructions by The custodians are strict and at the same time they see that they are reluctant to implement security and safety standards.

As for the third dimension, the "ethical dimension", its arithmetic averages for the opinions of the sample members ranged between (2.0-3.0), and with an estimate degree, most of which were high.) The most homogeneous with the highest value of the arithmetic mean (3.00), which are in which the sample members are considered to be exercising their tasks and duties more than they claim their rights, including overcoming personal and professional differences in order to fulfill their mission.،Paragraph No. (01) in this dimension was less homogeneous with an arithmetic average of (2.00), in which the sample members were committed to being neutral regarding the institution's commitment to provide its services to all without discrimination, while the general average of the third dimension, the "ethical dimension", was high with an average My arithmetic amounted to (2,6080) and with a standard deviation of (0.80314), which is a degree that indicates that most of the sample members adhere to the ethical dimension in performing their tasks regardless of the circumstances and deficiencies. Helping patients, especially in light of the COVID-19 pandemic that the world is going through.

The last dimension, "the charitable dimension", came with a general arithmetic mean estimated at (2,1317) and with a standard deviation of (0.60289), with a neutral rating degree, which indicates that most of the study sample adhered to impartiality with regard to the charitable dimension and the degree of its application in the hospital institution. The arithmetic averages of the paragraphs of this dimension were limited between (2.04-2.58), where paragraph No. (03) obtained the highest average, making it the most homogeneous paragraph, which confirmed by a large majority that the institution gives great attention to people with chronic diseases and the elderly ، While the less homogeneous statement in Paragraph No. (02) came with an arithmetic average of (2,04), through which the sample members committed themselves to being neutral in their answers about whether the institution carries out field outputs through which it aims to provide more humanitarian services (Nomads, places remote, elderly patients in their homes,...).

4. Hypothesis Testing:

4.1. The main premise:

Table No. (05): The overall significance test of the simple regression model (ANOVA)

MODEL	**sum of squares**	**degree of freedom**	**Average squares**	**F**	**sig**
Regression	256.350	20	12.818	2.394	**0.007**
Residuals	262.350	49	5.354	**-**	**-**

Total	518.700	69	-	-	-

Source: Prepared by the researchers based on the output of spss26.

Table No. (06): The correlation coefficient of the simple regression model for social responsibility on financial incentives

independent variable	Correlation coefficient	The coefficient of determination		Corrected deviation	T	Sig
financial incentives	0.507	0.258		0.247		
	Model	Non-standard transactions		Standard coefficients		
		B	Std ,Error	Beta		
	Fixed	0.260	0.958	-	4.856	0.007
	Dependent variable (social responsibility)	2.381	0.490	0.507	**Y=0.260+2.381X**	

Source: Prepared by the researchers based on the output of spss26.

From the previous two tables (05-06) we conclude the following: The value of the correlation between the independent variable “financial incentives” and the dependent variable “social responsibility in hospital institutions in light of the Covid 19 pandemic” has reached R=0.507 and we treat the determination of a value with: R^2= 0.258 Accordingly, the independent variable “financial incentives” was able to only 25.8% of the variables that occurred in the dependent variable, while the largest percentage (74.2%) was due to other factors

We also note that there is a low significance for the F test, whose value was estimated at F = 2,394 and with a degree of freedom of 20 ، At the value of a significant level (Sig = 0.07), which is greater than the level of significance ($\alpha \leq 0.05$), and on this basis, the null hypothesis is accepted, which states that there is no statistically significant effect at the level of significance ($\alpha \leq 0.05$). Between the financial incentives and the promotion of social responsibility in light of the Covid pandemic in the hospital institutions in the state of Laghouat, and from that the financial incentives do not affect social responsibility at a morale level of 5%, which can be expressed by the following treatment: **Y=0.260+2,381X**

4.2. Testing the sub-hypotheses:

Table No. (07): Results of the correlation coefficients for the simple regression model Sub-hypotheses

independent variable	Correlation coefficient	The coefficient of determination	Corrected deviation	T	Sig
fin an cia l inc	0.515	0.265	0.54		

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	Model	Non-standard transactions		Standard coefficients		
		B	Std ,Error	Beta		
	Fixed	0.500	0.303	-	4.948	0.055
	the economic dimension	0.768	0.155	0.515		
					$Y=0.500+0.768X_1$	
	Correlation coefficient	The coefficient of determination		Corrected deviation	**T**	**Sig**
	0.439	0.193		0.181		
	Model	Non-standard transactions		Standard coefficients		
		B	Std ,Error	Beta		
	Fixed	1.461	0.221	-	4.028	0.001
	the legal dimension	0.456	0.113	0.439		
					$Y=1.461+0.456X_2$	
	Correlation coefficient	The coefficient of determination		Corrected deviation	**T**	**Sig**
	0.612	0.375		0.366		
	Model	Non-standard transactions		Standard coefficients		
		B	Std ,Error	Beta		
	Fixed	1.038	0.257	-	6.387	0.000
	The Ethical Dimension	0.841	0.132	0.612		
					$Y=1.038+0.841X_3$	
	Correlation coefficient	The coefficient of determination		Corrected deviation		

	0.168	0.028		0.014	**T**	**Sig**
	Model	Non-standard transactions		Standard coefficients		
		B	Std ,Error	Beta		
	Fixed	1.814	0.241	-	1.407	0.014
	the charitable dimension	0.173	0.123	0.168	**$Y=1.814+0.173X_4$**	

Source: Prepared by the researchers based on the output of spss26.

From Table No. (07), it becomes clear to us that:

The value of the correlation coefficient between the independent variable “financial incentives” and the economic dimension of the dependent variable “social responsibility in light of the Covid-19 pandemic” reached R = 0.515, and the coefficient of determination of value was at $R^2 = 0.265$, and therefore the independent variable “financial incentives” was able to 26, 5٪Only of the variables that occur in the "economic dimension", while the largest percentage, 73.5%, is due to other factors.

The significance of the F test for the economic dimension was estimated at F = 1,756 and with a degree of freedom of 20 at the value of a significant level (Sig = 0.055). On this basis, the class hypothesis is accepted, which states that there is no statistically significant effect at the level of significance (α ≤0, 05) Between the financial incentives and the promotion of social responsibility in light of the Covid pandemic in the hospital institutions in the state of Laghouat, and from that the financial incentives do not increase the economic dimension of social responsibility in hospital institutions under Covid 19 at a morale level of 5%, which can be expressed by the following transaction: **$Y=0,500 +0,768X_1$**

While the value of the correlation coefficient between the independent variable “financial incentives” and the legal dimension of the dependent variable “social responsibility in light of the Covid-19 pandemic in hospital institutions” was R = 0.439, and a determination coefficient of $R^2 = 0.193$ for other factors .Accordingly, the independent variable “financial stimulus managed 19.3% of the variables that occurred in the legal dimension,” while 80.7% was due to other factors .Also, the significance of the F-test for the legal dimension, which has a value of F=3,116 and a degree of freedom of 20 at the value of a significant level (Sig=0.001) which is less than the significance level (α ≤0.05), and on this basis, the null hypothesis is rejected and the alternative hypothesis is accepted, which It states that there is a statistically significant effect at the level of significance (α ≤0.05) between financial stimulus and the promotion of economic responsibility in light of the Covid-19 pandemic in hospital institutions at a level of significance of 5%, which can be expressed by the following treatment: **$Y=1,461+0,456X_2$**

The value of the correlation coefficient between the independent variable “financial incentives” and the ethical dimension of the dependent variable “social responsibility” in hospital institutions in light of the Covid pandemic was R=0.612, and the coefficient of determination of $R^2=0.375$. Therefore, the independent variable “financial incentives” was able to 37.5% of The variables that occur in the "moral dimension" are the highest percentage that it explains, while 62.5% are due to other factors.

The significance of the F test for the moral dimension, which had a value of F = 4,540 and a degree of freedom of 20, came at a value of a significant level (Sig = 0.000) which is less than the level of significance (α ≤0.05). On this basis, the class hypothesis is rejected and the alternative hypothesis is accepted, which states that There is a statistically significant effect at the level of significance (α ≤0.05) between financial incentives and the promotion of social responsibility in light of the Covid pandemic in hospital institutions in the state of Laghouat, and from it the financial incentives affect the enhancement of the moral dimension of social responsibility at a morale level of 5%, which can be expressed About it by the following equation**:** **$Y=1,038+0.841X_3$.**

While the value of the correlation coefficient between the independent variable "financial incentives" and the last dimension of the dependent variable "social responsibility" R = 0.168, and the coefficient of determination of value with $R^2 = 0.028$, and accordingly, the independent variable "financial incentives" managed only 2.8% of the variables occurring in the "charitable dimension" It is the lowest in the four dimensions while the remaining 97.2% is due to other factors.

While the significance of the F-test for the moral dimension, which had a value of F = 2,175 and a degree of freedom of 20, came at the value of a level of significance (Sig = 0.014), which is greater than the level of significance ($\alpha \leq 0.05$). On this basis, the null hypothesis is accepted, which states that no There is a statistically significant effect at the level of significance ($\alpha \leq 0.05$) between the financial incentives and the promotion of charitable responsibility (voluntary) in light of the Covid pandemic in hospital institutions in the state of Laghouat, and from it the financial incentives do not affect the promotion of the charitable dimension of social responsibility at a morale level of 5%, which It can be expressed by the following equation**:**
$Y=1,814+0,173X_4$.

IV.Conclusion:

What we can get out of this study is that financial incentives cannot always contribute to achieving the goals of the institution, and this is what we witnessed with social responsibility in hospital institutions, especially in light of the Covid pandemic, **and these results can be summarized in a number of points:**

- Financial incentives contribute to strengthening social responsibility in hospital institutions in the state of Laghouat in light of the Covid pandemic.
- The financial incentives did not affect the economic and social responsibility dimensions.
- The financial incentives affected the legal and charitable dimensions of social responsibility.
- Hospital institutions in Laghouat have shown their keenness to implement all standards of social responsibility, especially with this health situation in the world.
- The institution is always committed to providing financial incentives as stipulated by law.

Based on what was identified in the results of the study, **we suggest the following recommendations:**

- The institution must improve and develop the equipment used in a way that contributes to facilitating business performance.
- The Covid-19 grant (target group, fairness in its distribution) must be reconsidered.
- Increasing the activation of the culture of non-discrimination between individuals within hospital institutions.
- The institution must search for other factors that contribute more to promoting social responsibility during the Covid-19 period.

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