Abstract

Title: **Planning Mechanisms to Reduce Problems of Organizational Silence in Social Services Organizations**

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The current Study aimed to identify the reality of the practice of Organizational silence in social services organizations, the administrative Organizational silence in social services practices that lead to the practice of organizations and the problems arising from the practice of Organizational workers social silence in social services. It also aimed to identify proposals of Organizational silence. The results of the study to reduce the conduct of Organizational silence in revealed the manifestations of the practice of social service organizations, the most prominent of which was the reluctance of the leaders to truly assess the reality of the organization, and the fear of employees of making proposals that would reduce the problems of the organization. The study also showed the administrative practices that lead to the tendency of workers in social services organizations to engage in the practice of silence. Most notably, senior management ignored the identification of workers' problems within the organization and the proposals of workers to solve problems in the organization. As well as delayed promotions or deductions from salaries and unfair disbursement of incentives. The study found that the continuing desire to leave work was one of the most prominent individual problems arising from the practice of .Organizational Silence in social service organizations

The study revealed the proposals of workers of social services organizations Organizational Silence. to reduce the problems arising from the practice of Most notably, the reduction of administrative decentralization within the Organization, the equity of all workers in the Organization, and the creation of opportunities for direct and informal interaction with workers at all .levels by senior management