

## Stresses and their relationship to career quality of employees at the University of Ouargla

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### Summary:

This study aims to know the level of family life stresses and the level of career quality of vocational workers at the University of Kasdi Marbeh Ouargla to study the relationship between these two variables in the members of the sample, and because the nature of the topic studied and in order to achieve the objectives of this study we used the descriptive method where the members of the study consisted of 200 occupational workers selected in a random manner and applied to them a questionnaire on the pressures of the family life of Amani Abdul Maqsood after some modification on it and checking his psychometric characteristics, and the career quality questionnaire of Amar bin Mohammed Al-Eid Hamam after checking his psychometric characteristics, and after processing the data using the 25th version of SPSS , We have reached the following results:

- The level of family life stresses of vocational workers at the University of Kasdi Ouargla is low.
- The career quality of vocational workers at the University of Kasdi Marbeh Ouargla is high.
- There is no statistically significant correlation between the family life stresses and the career quality of vocational workers at the University of Kasdi Marbeh Ouargla.

**Keywords:** stresses, career quality, employees , Quality of life, Work-life balance.

### I- Introduction :

Pressure is a phenomenon present in various economic, social, and cultural aspects of life. Individuals face numerous pressures in their family, work, with friends, and on all levels and stages.

This has led researchers in the fields of psychology and organizational behavior to focus on this phenomenon, considering it as the psychological, physiological, and behavioral response to changes and events in the individual's surrounding environment.

Family life pressures have become a significant and influential part of daily life for individuals. From this perspective, the concept of family pressures has gained significant importance in modern psychology, as the current era is described as an era of family and psychological pressures.

Many tools, tests, and models have been developed to diagnose the level of family pressures in order to find methods and strategies to deal with them.

The human resources in any organization, regardless of its activities, are exposed to varying levels of family pressures, leading to negative effects, especially in the long term, for both individuals and organizations.

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To mitigate the severity of these pressures and help employees adapt to them, many organizations rely on the quality of work life as an organizational strategy to reduce and manage stress.

The topic of quality of work life is concerned with studying and analyzing the components and methods upon which organizational management is based in order to provide a better work life for employees, thereby

contributing to improving the organization's performance and satisfying the needs and desires of its employees<sup>1</sup>.

Despite appearing to be limited to the immediate work environment, this concept also affects the personal lives of employees. If not considered and addressed, it will inevitably have a negative impact on the performance of employees and, consequently, on the performance of the organizations in which they work.

## **II – The Problem of the Study:**

The abundance of studies, research, writings, and books that have addressed the issue of family pressures reflects the fact that family pressure is a complex human phenomenon.

It manifests in biological, psychological, economic, social, and professional contexts. Since all of these contexts have psychological implications and outcomes that are evident in physiological and psychological outputs, researchers consider

family breakdown, unemployment, poverty, loss of loved ones, and academic failure as psychological pressures that acquire their meaning from those who perceive them as such. Therefore, psychological pressure has social, economic, and professional dimensions, as it is the field in which the individual operates<sup>3</sup>.

Family life pressures, according to Tomason and Havice (2009), are defined as "the real or perceived mismatch between the demands on the family and the family's ability to meet those demands<sup>4</sup>." However, when an individual is exposed to a high level of family pressures, whether they are economic, social, or psychological, it leads to their inability to fulfill their roles and work responsibilities due to the family demands exceeding their capacity to endure or cope, especially if the work environment, with all its elements, significantly contributes to the escalation of family pressures.

Due to the importance of the subject, researchers and scholars in this field have made efforts to diagnose the phenomenon, attempt to explain it, and develop strategies to manage and adapt to it, given that the issue of family life pressures affects various professional categories to different degrees. Among the ranks or professions whose employees suffer from low wages, we find the ranks of vocational workers.

Vocational workers are individuals responsible for guarding the facility, ensuring the safety and security of its employees and assets, maintaining its properties, and protecting them from theft, assault, or any physical or psychological harm.

However, they represent the lowest levels in the job hierarchy, wages, and promotions, which negatively impacts their family lives in the form of various pressures<sup>5</sup>. From this perspective, if we cannot overcome these pressures, we should at least assist vocational workers in adapting to and alleviating their intensity.

To achieve this, the university management must provide a suitable and good work life for its employees (vocational workers), which involves improving and enhancing the work environment in all its dimensions and aspects.

The subject of quality of work life focuses on studying a range of business activities and practices carried out by senior management in order to satisfy and delight their employees, and to provide them with a sense of confidence and security in their professional and family lives.

The more the work environment is distinguished by quality, acceptance, and satisfaction from the employees, the more it contributes to reducing the intensity of their pressures.

In a study by Zuhair Bagul on the approach of quality of work life as an organizational strategy for reducing pressure, it was possible to understand the nature of and present the results achieved by many organizations by adopting the approach of quality of work life as an organizational strategy for reducing pressure<sup>6</sup>.

As individuals are greatly affected by these family pressures, the family-work dynamic, which is currently in continuous development, cannot be ignored. This is because families are struggling to survive in an increasingly complex and disruptive world, facing numerous choices, where each individual strives to find a balance between work and family commitments.

Organizations also seek to assist individuals in achieving a balance between their personal and professional lives by improving and enhancing work life.

Hence, the focus shifted towards studying the relationship between family pressures and quality of work life among vocational workers at Kasdi Merbah University in Ouargla.

### **II-1 Study hypotheses:**

To address the research problem and its questions, the following hypotheses were formulated:

1. We expect the level of family pressures among skilled workers at Kasdi Merbah University in Ouargla to be high.
2. We expect the level of quality of work life among skilled workers at Kasdi Merbah University in Ouargla to be high.
3. There is a statistically significant relationship between family pressures and quality of work life among skilled workers at Kasdi Merbah University in Ouargla.

### **II-2 Study Objectives:**

1. To detect the level of family life stress among skilled workers at Kasdi Merbah University in Ouargla.
2. To detect the level of quality of work life among skilled workers at Kasdi Merbah University in Ouargla.
3. To study the nature of the relationship between quality of work life and family life stress.
4. To draw the attention of the authorities to the importance of alleviating family life stress among skilled workers and focusing on improving the quality of work life.

## **III- Conceptual framework of family life stress :**

### **III-1 Definition of Family Life Stress: family life stress:**

Based on Hans Selye's theory of stress interpretation, family life stress is "the tension resulting from a stimulus or force occurring within or outside the environmental boundaries of the family system and leading to the instability of this system"<sup>7</sup>.

Family stress is defined as "a form of marital instability or disagreement between spouses or between one of them and the children, which negatively affects the family relationship network"<sup>8</sup>.

Hend Mohamed (2007) defines it as "the burdens that fall on the individual's shoulders without the ability to overcome these burdens, affecting their ability to achieve family harmony. These pressures may result from stressful social or economic family situations"<sup>9</sup>.

Neuman defines family stress as "those pressures that include all the forces (problems), circumstances, and situations that can lead to instability and lack of stability in the family system"<sup>10</sup>.

### **III-2 Sources of Family Stress:**

The sources of family stress are numerous and varied. They generally involve events that cause stress reactions or feelings of pressure. Both natural and non-natural life events and sudden changes in the family system can contribute to the collision and multiplicity of stressors.

A group of researchers, including Bauman, Harris, Macubbin, and Patterson, identified six areas of sources of family stress: changes in the number of family members and their roles, as well as their lifestyles, changes in family-related sexual issues (pregnancy), and the responsibilities of raising children.

Additionally, the loss of a family member or relative, or a friend, or the loss of income or wealth.

Responsibilities related to family affairs or healthcare, drug addiction issues, and legal conflict issues have been identified as sources of family stress<sup>11</sup>.

#### **IV- Framework of the Concept of Occupational Quality of Life:**

##### **IV- 1 Concept of Occupational Quality of Life:**

The concept of occupational quality of life is a contemporary concept in business organizations and in the field of human resource management.

The following are some of the most common definitions of occupational quality of life as reviewed by the researchers:

Jaad Al-Rab (2008) defines it as "a set of integrated, planned, and continuous processes aimed at improving various aspects that affect the occupational life of workers and their personal lives, which in turn contribute to achieving the strategic goals of the organization and its employees and stakeholders"<sup>12</sup>.

Al-Salam (2009) defines it as "the positive or negative attributes or aspects related to the work environment as perceived or experienced by the workers"<sup>13</sup>.

In 2010, Daud defined occupational quality of life as "the conducive conditions, work environments, and aspects of life such as achieving growth and development, participation, physical environment, supervision, wages, social compatibility, and integration in the workplace"<sup>14</sup>.

Meanwhile, Swamy et al. (2015) defined it as "the extent of employee satisfaction with personal and work-related needs through engagement in work to achieve organizational objectives"<sup>15</sup>.

##### **IV- 2 Objectives of Occupational Quality of Life:**

Occupational quality of life programs aim to:

- Increase employee confidence.
- Participate in solving work problems.
- Increase job satisfaction.
- Enhance organizational effectiveness.
- Reduce employee turnover rates.
- Increase productivity and profits.
- Achieve organizational goals.

#### **V- Field Study Procedures:**

##### **V- 1 Procedural Definition of Study Variables:**

Family Life Stress: Amani Abdel Maqsoud et al. (2007) defined family life stress as "a situation in which parents and their children are exposed to conditions or demands that impose a type of discord, and the greater the severity of these conditions or demands, or the longer they persist, the more serious this situation becomes"<sup>16</sup>.

In procedural terms, family life stress refers to the changes, problems, events, and stressful situations that vocational workers actually experience in their daily lives. It is the total degree that the vocational

worker obtains on the scale of family life stress by Amani Abdel Maqsoud, which is standardized and used in the study through their responses to the scale consisting of the following dimensions: psychological, social, and economic.

Occupational Quality of Life: Jad Al Rab defined occupational quality of life as "the integrated, planned, and continuous processes aimed at improving various aspects that affect the occupational life of workers, contributing to the achievement of the strategic objectives of the organization and its employees and stakeholders"<sup>17</sup>.

Procedurally, it is defined as the policies and procedures implemented by the organization to improve and enhance the occupational, personal, social, cultural, and health aspects of individuals.

In the current study, it is expressed by the degree obtained by the vocational worker on the scale of occupational quality of life, which consists of the following dimensions: organizational aspects, physical and psychological work environment, and motivational aspects.

## **V- 2 Study Methodology:**

The methodology used in the study:

The current study relied on the descriptive methodology, which means describing what exists in reality and attempting to interpret this phenomenon. It was defined by Malham as "one form of organized scientific analysis and interpretation to describe a specific phenomenon or problem, conceptualized quantitatively by collecting regulated data and information about the phenomenon or problem, classifying it, analyzing it, and subjecting it to detailed study"<sup>18</sup> (Malham, 2002, p. 352).

## **V- 3 Study boundaries:**

The study included a members of 200 vocational workers at the University of Kasdi Merbah and Reguiba during the academic year 2021/2022.

## **V- 4 Study population:**

The study population in the current study consists of vocational workers at the University of Kasdi Merbah and Reguiba, consisting of 419 vocational workers distributed across 3 university campuses housing ten colleges, two institutes, and the university directorate headquarters.

## **V- 5 Study sample:**

The survey members in the current study consisted of 30 vocational workers from the University of Kasdi Merbah and Reguiba, who were selected using a random sampling method.

The validity and reliability of the instruments were verified. As for the Family Life Pressure Questionnaire, the results of the validity indicated the following: the validity of the comparison revealed a calculated "t" value of (9.658) at 16

degrees of freedom with a significance level of (0.000), indicating the discriminatory ability of the tool and thus its ability to measure what it was designed for. The results of internal consistency validity indicated that all correlation coefficients extracted between the dimensions of the scale and the total score are significant, confirming the validity of the scale.

The coefficient alpha (Cronbach's alpha) was estimated to be 0.83, demonstrating the reliability of the instrument.

The estimated value of the split-half reliability, after correction using the Spearman-Brown equation, was 0.63, which is a high value.

Therefore, the instrument demonstrates a high level of validity and reliability, and can be confidently used in the primary study.

As for the Job Quality of Life Questionnaire, the results of the validity indicated the following: the validity of the comparison revealed a calculated "t" value of (14.011) at 16 degrees of freedom with a

significance level of (0.000), indicating the discriminatory ability of the tool and thus its ability to measure what it was designed for.

The results of internal consistency validity indicated that all correlation coefficients extracted between the dimensions of the scale and the total score are significant, confirming the validity of the scale.

The coefficient alpha (Cronbach's alpha) was estimated to be 0.96, demonstrating the high reliability of the instrument. Additionally, the estimated value of the split-half reliability, after correction using the Spearman-Brown equation, was 0.69, indicating high validity and reliability of the instrument, and can be confidently used in the primary study.

#### **V- 6 members of the primary study:**

The primary study members consists of a number of individuals from the study community. After measuring the validity and reliability of the instruments, they were applied to a members estimated at 248 workers, accounting for 59.18% of the vocational workers at the University of Kasdi Merbah and Reguiba.

The primary members was determined using simple random sampling, and 200 questionnaires were retrieved, representing an 80.64% response rate.

#### **V- 7 Statistical Methods:**

Using the t-test for a single sample.  
Pearson correlation coefficient.

### **VI-Presentation and Interpretation of Study Results:**

#### **VI-1 Presentation and interpretation of the results of the first hypothesis:**

The first hypothesis states that we expect the level of family life stress among vocational workers at the University of Kasdi Merbah and Reguiba to be high. To test this hypothesis, a t-test for a single members was used to calculate the differences between the members mean and the estimated theoretical mean of 114.

The results are presented in the following table:

Table (1) : Illustrates the difference between the average scores of the members individuals on the life stress scale and the theoretical mean Members Size.

Members Size	Degrees of Freedom	Mean	Standard Deviation	Theoretical Mean	t-value	Statistical Significance
200	199	88.02	27.06	114	-13.538	0.000

Based on the previous table, it is evident that the average score of the members individuals on the scale was 88.02, which is lower than the theoretical mean estimated at 114. Using a t-test for a single members to test the differences between the means resulted in a t-value of 13.538 with a significance level of 0.000, which is less than 0.05.

Therefore, it is statistically significant, indicating that the level of family life stress among vocational workers at the University of Kasdi Merbah and Reguiba is low, contrary to our expectations.

The researchers attribute this result to the fact that vocational workers find themselves, for various reasons, inclined to such jobs that typically match their educational levels.

Consequently, they possess sufficient immunity and readiness for the challenging and accountable nature of these jobs, despite the lower compensation, leading to a lower level of family life stress for them.

Furthermore, they do not rely solely on this profession, as they pursue other crafts and jobs outside of their regular work hours, providing them with a constant outlet.

This finding is consistent with a study by Ouled El Eid Ghazala et al. (2017), which concluded that family life stress levels are low among first-year female students at the University of Ghardaia, whether married or unmarried<sup>19</sup>.

In this context, Abdel-Magud and others (2007) confirmed that a family's sense of pressure and distress, as well as its ability to confront a given problem, is influenced by the individual characteristics of its members and the nature of the prevailing relationships among them.

It is also affected by the organizational and structural characteristics of the family, such as individuals' intelligence, thinking style, and personality traits, which are individual characteristics that affect the level of stress experienced by the family<sup>20</sup>.

A study by Aissawa and Haiba (2014) confirmed that the social environment in which pressure occurs can either diminish or intensify its severity.

This is because a supportive environment, provided by family, can help an individual endure the pressure of a crisis, unlike the situation if this support is lacking. The study also pointed out that a sense of security and support at home can help alleviate some of the frustration and disappointment.

In this regard, Al-Khenini (2020) affirmed that the greater the closeness and communication between spouses, the fewer obstacles, barriers, and problems they will face in their lives<sup>21</sup>.

Successful communication processes are usually capable of resolving the problems and pressures that couples encounter in their lives<sup>22</sup>.

## VI-2 Presentation and interpretation of the results of the second hypothesis:

The second hypothesis states that the level of functional quality of life among vocational workers at the University of Kasdi Merbah, Ouargla, is high.

To test this hypothesis, a t-test for a single members was used to calculate the differences between the average scores of the members individuals' functional quality of life and the estimated hypothetical

average ( $46 \times 3 = 138$ ). The results are summarized in the following table:

Table (2) : Illustrates the difference between the average scores of the members individuals on the functional quality of life scale and the hypothetical average for the scale.

Members Size	Degrees of Freedom	Mean	Standard Deviation	Theoretical Mean	t-value	Statistical Significance
200	199	146.10	31.02	138	3.692	0.000

Through the previous table, it was shown that the average scores of the members individuals on the functional quality of life scale were (146.10), which is higher than the hypothetical average for the scale estimated at (138). Using a t-test for a single members to test the differences between the means resulted in a t-value of (3.692) with a significance level of (0.000), which is less than (0.05). Therefore, it is statistically significant, indicating that the level of functional quality of life among the members individuals is high.

The result is in line with expectations, and the researchers attribute this to the fact that the higher education sector in general, and specifically the University of Ouargla, is indeed making efforts to improve the functional life of its employees by providing a conducive organizational climate and promoting a healthy work environment characterized by effective communication among employees

and between them and the management, as well as supporting social relationships among them.

This creates a sense of belonging and demonstrates the university's commitment to their retention and loyalty.

The stability, security, and respect, along with fostering a sense of community, enhance their job

satisfaction, boost morale, and fulfill their needs and desires, contributing to improving their performance. In a study by Deeb et al. (2013), it was found that the university fosters a climate of trust and respect among employees.

These results are consistent with a study by Hamama (2018), which found a suitable level of dimensions of job quality of life among professors at the University of Hama for Khedr in Algeria. They also align with a study in 2011 (Dhaka et al), which demonstrated an acceptable balance between personal and professional life for employees in local private commercial banks and foreign private banks operating in Bangladesh.

Furthermore, they are in agreement with a study in 2010 (Azman et al), which found that the job quality of life for employees in government agriculture guidance in Malaysia is excellent<sup>24</sup>.

However, the results of the current study differed from those of a study by Bhatia et al (2012), whose findings indicated that the work life quality of teachers is low<sup>25</sup>.

This study differs from a study by Zoukar et al. (2021), which found, among other results, that the level of job quality of life is low among workers at the Mohamed Boudiaf Public Hospital in the city of Brikat, Batna province<sup>26</sup>.

### VI-3 Presentation and interpretation of the results of the third hypothesis:

The third hypothesis states that there is a statistically significant relationship between family life pressures and job quality of life among vocational workers at the University of Kasdi Merbah, Ouargla.

To test this hypothesis, Pearson's correlation coefficient was used. The results are presented in the following table:

Table (3) : Correlation coefficient values between family life pressures and job quality of life.

Variables	r-value	Significance level	Degrees of freedom
Family life pressures and job quality of life	-0.026	0.716	198

The table shows that the Pearson correlation coefficient was (0.026-) at a significance level of (0.716) with degrees of freedom (198), indicating that there is no statistically significant functional relationship between family life pressures and job quality of life.

The researchers attribute this result to the fact that both variables are influenced by other factors and determinants. Family life pressures are primarily affected by various conditions such as sudden changes in the family system, apart from the work environment, including psychological, social, economic, and health factors affecting the family.

Job quality of life is often dictated by public or private institutions and is regulated by rules and legislation, hence the clear relationship between the variables did not emerge.

Additionally, the nature and size of the study members may have contributed to the result.

This result is in line with Khalouf's study (2022), which found no statistically significant correlation between the quality of life and psychological stress of university professors at Mouloud Mammeri University in Tizi Ouzou<sup>27</sup>.

It differs from the study by Saeed (2018), which found a positive correlation between psychological stress and quality of life among faculty members at King Saud University<sup>28</sup>.

### VII- Conclusion:

The current study found a low level of family life pressures among vocational workers at Kasdi Merbah University in Ouargla and a high level of job quality of life. However, there was no statistically significant relationship between family life pressures and job quality of life among the members individuals.

In light of the findings, the researchers suggest:

- The necessity of acquiring new skills to cope with emergency situations within the family.

- Conducting research on the relationship between family pressures and certain psychological, social, and organizational variables.
- Encouraging employees to seek psychological counseling for individual or group therapy.
- Since the study did not find a relationship between family life pressures and job quality of life among professional workers, the researchers suggest conducting studies that investigate job quality of life according to other variables such as social status and the institution where the professional worker is employed.

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