

Quality of life at work: An exploratory study among employees of the Directorate of Education in the state of Tlemcen

جودة الحياة في العمل دراسة استكشافية لدى موظفي مديرية التربية لولاية تلمسان

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Abstract:

In recent years, and specifically at the beginning of the third millennium, interest in the issue of quality of life within organizations has emerged from academic researchers, with researchers describing it as the most important source of satisfaction for workers. From here, the moral and social responsibility to pay attention to quality of life has emerged. The educational institution is considered one of the organizations that is trying to achieve its lofty goals governed by the Ministry of National Education. This research paper deals in detail with the quality of life in the education sector in Algeria, particularly focusing on the level of quality of life among employees of the National Education Sector in the Directorate of Education in the state of Tlemcen, and determining whether there are statistically significant differences due to the variable of seniority, age, and experience.

The results were analyzed based on two-way variance to confirm or deny the study hypotheses, and the results concluded:

- The level of quality of life is average among employees of the National Education Sector.
- There are no statistically significant differences in quality of life due to seniority, age, or gender

Keywords: quality of life, education directorate, percentile scale, seniority, age,

JEL Classification Cdoes : C8.I2

ملخص:

ظهر في السنوات الماضية الأخيرة و بمطلع الألفية الثالثة على وجه التحديد الاهتمام بموضوع جودة الحياة داخل التنظيمات من قبل الباحثين الأكاديميين وذلك بوصف الباحثين بأنه أهم مصادر الرضا للعاملين و من هنا ظهرت المسؤولية الأخلاقية و الاجتماعية للإهتمام بجودة الحياة ، و تعتبر المؤسسة التربوية من التنظيمات التي تحاول تحقيق أهدافها السامية المسطرة من طرف وزارة التربية الوطنية .

تتناول هذه الورقة البحثية بالتفصيل جودة الحياة في قطاع التعليم بالجزائر و بالأخص التركيز على مستوى جودة الحياة لدى موظفي قطاع التربية الوطنية بمديرية التربية لولاية تلمسان و معرفة ما اذا كانت هناك فروق ذات دلالة احصائية تعود الى متغير الاقدمية , السن و الخبرة.

تم تحليل النتائج بالاعتماد على التباين الثنائي لتأكيد او نفي فرضيات الدراسة وخلصت النتائج إلى:

- مستوى جودة الحياة متوسط لدى موظفي قطاع التربية الوطنية-.

- لا توجد فروق ذات دلالة احصائية في جودة الحياة تعود الى الاقدمية, السن, الجنس

الكلمات المفتاحية: جودة الحياة, مديرية التربية, المقياس المئوي, الاقدمية, السن, الجنس.

تصنيفات JEL : C8.I2

INTRODUCTION:

The human element is considered one of the basic axes of psychology, sociology, economics, and natural sciences, as many researches have focused on developing the many services in the fields related to the individual, including what is a professional field. Psychology has an important role in studying and improving human behavior, as human behavior is what contributes to achieving or not achieving the quality of the environment surrounding the person. The uses of this concept have been numerous in all fields, including the quality of education, the quality of production, and the quality of the future. Quality has become a goal for any service program provided to the individual. Among the fields of interest in the quality of life is the professional field, which is broader. The fields are full of applications for this term, and it is considered one of the important indicators in interpreting and predicting human behavior and performance. Due to the importance of this topic, the study is evident not only to give concepts about the field of work and the quality of life of the individual, but also to attempt to study the relationship between the nature of work and the quality of life, and by focusing on the dimensions related to the quality of life according to several aspects related to the nature, conditions, and motives of work.

The educational institution is considered one of the organizations that is trying to achieve its lofty goals set by the Ministry of National Education. If the educational system wants to reach its goals and face the challenges imposed on it by the current time, it must pay attention to the most important sources of satisfaction for its workers, especially the teachers, which according to studies is represented by the quality of life.

In order to clarify the above, we decided that the structure and axes of the research should be as follows:

- 1- The methodological framework of the research
- 2- Introduction to quality of life
- 3- Applied framework

1- The methodological framework of the research:

1-1- Research objectives:

Among the research goals that we seek to achieve:

- Explaining what quality of life is
- Identifying the level of quality of life among education sector employees.
- Identifying the impact of variables: gender, age, years of experience, on the areas of quality of life from the perspective of an education sector employee.

1-2- The importance of research:

This research gains great importance through our exposure to the issue of quality of life among employees in the education sector, as this topic constitutes one of the goals of human development for any society and the importance of this in measuring the levels of quality of life for groups affiliated with the education sector.

1-3- Research problem:

The term quality of life is no longer a marginal topic, but rather it has become one of the serious theses in the contemporary economic and social arena, which aims to achieve a better standard of life.

Accordingly, the research problem can be limited to the following main question: What is the extent of quality of life among employees of the national education sector?

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1-4 Study hypotheses

The research is based on the following hypotheses:

- The level of quality of life is high among employees of the national education sector.
- There are no statistically significant differences in quality of life due to seniority, age, or gender.

1-5 Scientific methodology used in the research:

According to the problem at hand and the hypotheses established previously, we relied on the descriptive and analytical approach:

On the theoretical side: Adopting the descriptive approach by addressing the theoretical aspect of quality of life

On the field side: relying on the analytical approach through the field study that we conducted at the level of educational institutions in the state of Tlemcen, relying on the questionnaire method to collect information about employees' opinions and processing it through the SPSS program.

1-6 Previous studies

Ø **The study of Raghda Ali Naissa (2012)**, in which she focused her study on the quality of life among university students in Damascus and Tishreen on identifying the level of quality of life among university students in Damascus and Tishreen according to the variables of the country; Governorate: Damascus and Latakia, gender (male, female), and specialty (theoretical sciences and applied sciences), to identify the quality of life among a sample of these two universities. The quality of life scale was used for university students prepared by Mansi and Kazem (2006). The number of members of the sample as a whole reached (360) students, including (180) male students from Damascus and (180) female students from Tishreen University. Most important results:

There is a low level of quality of university life among students of both Damascus and Tishreen universities.

The combined effect of the three demographic variables together on quality of life. There is no statistically significant relationship between family income and dimensions of quality of life.

Ø **Amina Hartani (2013)** conducted a study on mothers' quality of life and its relationship to children's behavioral problems. This study aimed to investigate the relationship between mothers' quality of life and their children's behavioral problems, as well as investigating the possibility of this relationship being affected by variables: the mother's age, work, and educational level. To achieve the objectives of the study, the descriptive approach was used. The study tools were a quality of life questionnaire prepared by the researchers and a measure of children's behavioral problems (after it was then adapted to the environment). The study sample consisted of 165 students pursuing their studies in primary schools in the state of Sidi Bel Abbes (Algeria), aged between 10 and 13 years, along with their mothers (a total of 330 individuals). The study concluded that the majority of mothers obtain a high degree of quality of life, while the majority of their children obtain a low degree of behavioral problems, and that there is a statistically significant and inverse relationship to behavioral problems. The behavior of the number of children and the quality of life of mothers is not affected by the

variables of the mother's age, work, or educational level, and the strength of the relationship between the variables of behavioral problems, the number of children, and the quality of life of mothers does not differ according to the dimensions of the quality of life variable.

Ø Sheikh Maryam (2013) This study, which aimed to reveal the nature of the relationship between quality of life and the sources of the nature of work questionnaire for university professors, and to identify the perceived levels of life among university professors and to reveal the differences in the sources of the nature of work and quality of life among the sample members due to the variable gender, status .

Income to quality of life -

Because of the multiple definitions of the concept of quality of life and the variety of contexts in which this concept is used, researchers must precisely define its nature

And its characteristics in light of the goal of the research they are conducting.

The concept of quality of life is usually defined in light of two basic dimensions, each of which has specific indicators: the subjective dimension and the objective dimension. Except that

The majority of researchers focused on indicators of the objective dimension of quality of life.

The objective dimension of quality of life includes a set of indicators

Directly observable and measurable, such as: work conditions, income level, socio-economic status, and the amount of support available from a network

Social Relations (Bishop, 2001) .The subjective approaches include: the individual's perceptions of his circumstances by evaluating the psychological aspects, and also measure the positive feelings of individuals and Their expectations of life.

We can define quality from a linguistic standpoint from the verb "jawda" meaning "good thing" and the plural "jāyād" and "jayyād" with the hamza, and from it "ājādī" meaning something is better. And the quality of intonation, that is, presenting it in the most complete and best way possible (amina, 2006) .

It means the nature of the individual or the nature of the thing, and it means accuracy (Fawatmiya, 2017)

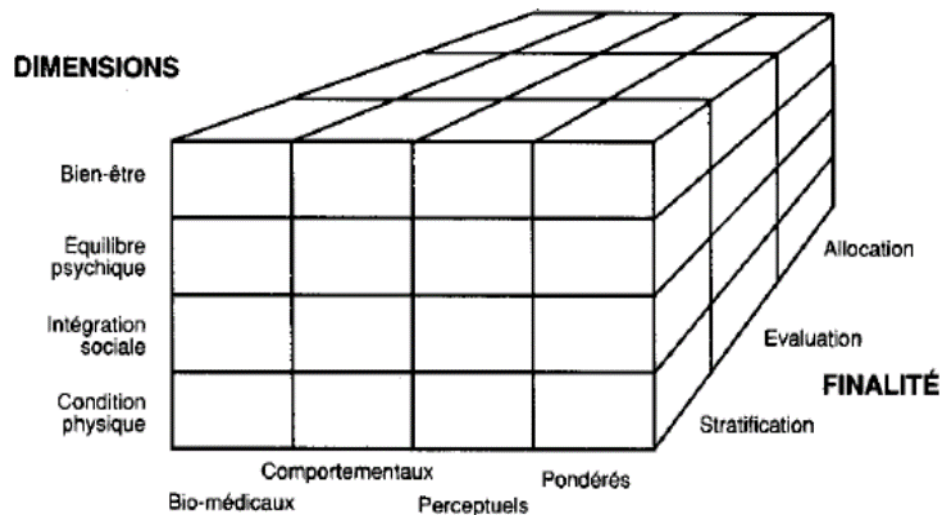
. Qualitas is a term related to the word Latin Quality As for the terminology, quality is a reflection of the psychological level and its quality, and what man has achieved today of the elements of sophistication and civilization undoubtedly reflects A certain level of quality of life, which means quality of life in general: the quality of human characteristics Where his physical, psychological and cognitive formation, his degree of compatibility with himself and with others, and his social and moral formation ((Mahdi, 2006)

As Frank pointed out: "The quality of life is the best ability to employ a person's mental and creative potential and enrich his conscience to sublimate his emotions." His feelings and human values, and the result is the quality of life and the quality of society. This is achieved through the school family, the university, the work environment and from While focusing on three important axes: education, cultivation, and training, Frank also defines it as an individual's awareness of many experiences

In the broad sense, an individual feels satisfied with the presence of necessities in life, such as: lunch and housing, and the sense of accomplishment that accompanies this feeling.

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Happiness and quality of life in the narrow sense means the body is free from physical impairments ((Sheikhi, 2006)

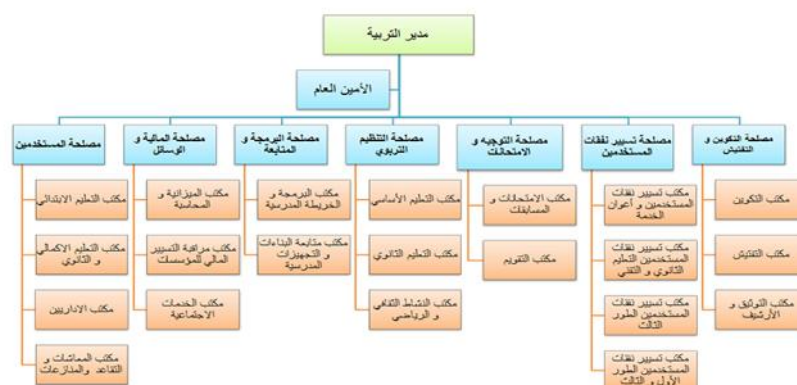


While the majority of researchers, such as Anderson (2003), Oliver, Huxle, Bridges, and Hadi (1996), agreed that quality of life is an integrated concept represented by: Happiness, the meaning of life, the biological information system, realizing life, and fulfillment of needs, as well as other objective factors. The following figure shows a detailed explanation of Anderson's (2003) definition of quality of life

Application framework

1. **Study population:** The study was conducted at the level of the Education Directorate of Tlemcen State

Figure 1: The organizational structure of the directorate



1. Search tools:

Quality of life:

Resulting from a global project that began working in conjunction with 15 centers around the world to collect data, the project followed five steps

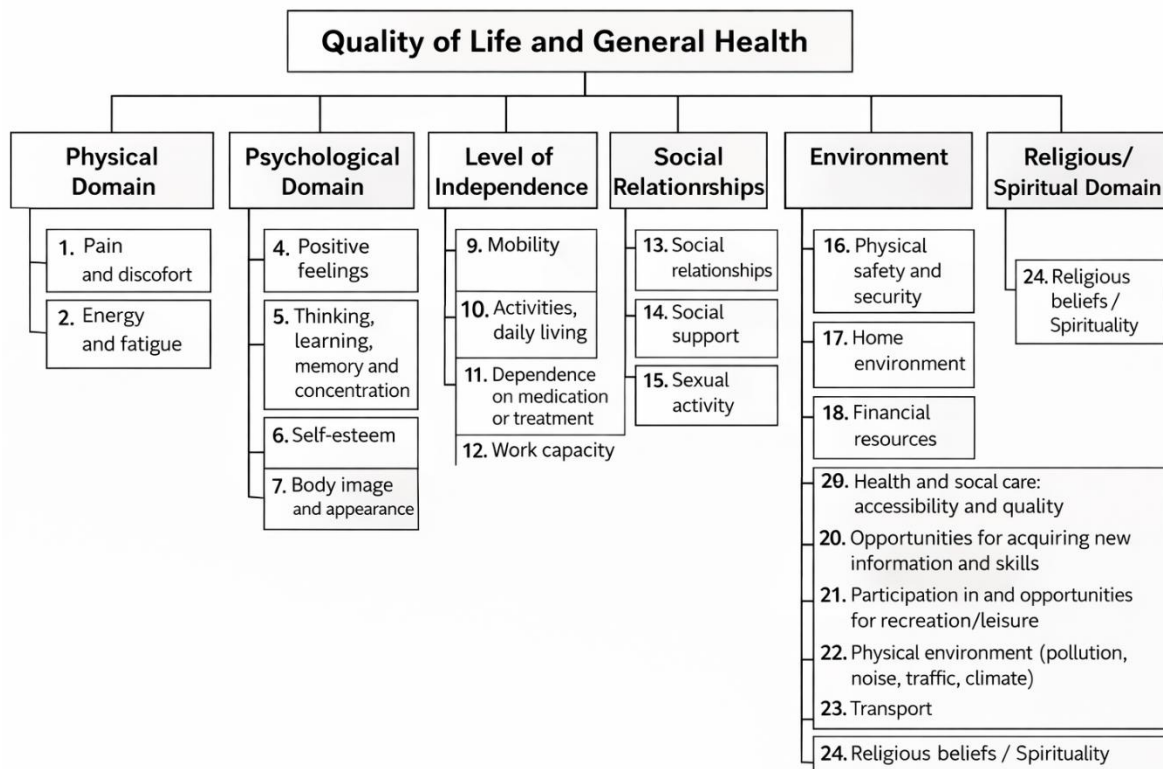
The methodology is:

- 1 Analysis of the concept by experts and providing a definition of quality of life.
- 2 A preliminary study to determine how the concept was formulated in different cultures, resulting in the dimensions that make up quality of life and their fields.
- 3- Applying the original questionnaire (300 items) to samples of patients and healthy people, and then converting it to 180 items and then 150 items.

Then settle on 100 items.

- 4 Study of psychometric properties (WHOQOL 100

Table (1): Domains of Quality of Life According to the World Health Organization



Source: Prepared by the researcher

3. Results of the Application of the Scale

3.1 Reliability Coefficient (Cronbach's Alpha)

Table (2): Cronbach's Alpha Reliability Coefficients for the Main Domains of the WHO Quality of Life Scale.

Domain	Cronbach's Alpha
Physical domain	0.797
Psychological domain	0.600
Level of independence	0.643
Social relationships	0.610

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Environment	0.623
Religious beliefs	0.910

Source: Based on SPSS output

The table above shows that all study variables obtained acceptable Cronbach's alpha coefficients, indicating good reliability of the questionnaire items, as well as acceptable overall reliability. The validity of the scale was estimated using the following methods:

A. Internal Consistency Validity

Internal consistency coefficients were calculated as an indicator of validity based on the total sample data by computing the correlation between the sub-factor score and the total score of the domain to which it belongs. ((Sheikhi, 2006)

Sub-dimensions	Correlation with Domains	Sub-dimensions
Correlation with Main Domains		
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Physical Domain		**Social Relationships Domain**
Pain and discomfort	0.66	Social support
0.22		
Energy and fatigue	0.387	Sexual activity
0.45		
Sleep and relaxation	0.879	
Psychological Domain		**Environmental Domain**
Positive feelings	0.766	Physical safety and security
0.12		
Self-esteem	0.15	Home environment
0.40		
Body image	0.31	Financial resources
0.68		
Negative feelings	0.69	Health and social care
0.35		
Level of Independence		Opportunities for acquiring new
information and skills	0.51	
Mobility	0.53	Physical environment
0.12		

Activities of daily living 0.86	0.13	Transport	
Dependence on medication or treatment	0.18	**Religious Domain**	
Work capacity 0.69	0.63	Religious beliefs	

The correlation coefficients ranged from 0.12 (minimum) to 0.879 (maximum). All coefficients were positive and statistically significant at the 0.01 level, indicating good internal consistency and confirming the validity of the scale.

Source: Based on SPSS output

Table (3): Correlation Coefficients Between General Quality of Life, General Health, and the Main Domains of Quality of Life

Main domains	Correlation coefficient
Physical domain	0.35
Psychological domain	0.49
Level of independence	0.42
Social relationships	0.45
Environment	0.40
Religious beliefs	0.69

Source: Based on SPSS output

The table shows that the correlation coefficients between general quality of life, general health, and the main domains of the quality of life scale were statistically significant at the 0.01 level, which indicates the validity of the scale.

B. Presentation of Results

B1. Results of the First Hypothesis

The first hypothesis stated:

“The level of quality of life among primary education teachers is moderate.”

To test this hypothesis, frequency distributions and percentages of the WHO Quality of Life Scale scores were used.

Table (4): Level of Quality of Life Among Employees of the National Education Sector

Quality of life level	Frequency	Percentage
Low	0	0%
Moderate	58	84.05%
High	11	15.95%
Total	69	100%

Source: Based on SPSS output

The results indicate that 84.05% of the employees enjoy a moderate level of quality of life, while 15.95% have a high level of quality of life. This confirms the validity of the first hypothesis.

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These findings are consistent with previous studies that addressed quality of life despite differences in research samples. For instance, the study by Jouda (2010) entitled Personality Traits and Their Relationship to Life Satisfaction among Lower Basic Stage Teachers in Gaza Governorate found that teachers' quality of life was moderate, with a percentage of 46.24%. (Zaatou, 2010)

B2. Results of the Second Hypothesis

The second hypothesis stated:

“There are no statistically significant differences in quality of life attributable to seniority, age, or gender.”

Table (5): Results of Two-Way Analysis of Variance (ANOVA)

Source	Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	2.927 ^a	3	0.976	3.915	0.023
Intercept (Constant)	32.458	1	32.458	130.245	0.000
Gender	0.060	1	0.060	0.240	0.629
Age	2.259	1	2.259	0.964	0.007
Seniority	0.060	1	0.060	0.240	0.629
Error	35.230	62	0.249	—	—
Total	60.000	69	—	—	—
Corrected Total	8.160	68	—	—	—

Source: Based on SPSS output

The results show that:

Differences related to gender were not statistically significant.

Differences related to age were not statistically significant.

Differences related to seniority were not statistically significant.

Accordingly, there are no statistically significant differences in quality of life attributable to gender, age, or seniority, which confirms the second hypothesis.

These results are consistent with the findings of Sheikhi Meryem (2013) in her study on the nature of work and its relationship with quality of life, which found no statistically significant differences attributable to gender or seniority.

Conclusion

Quality of life represents the ultimate goal that every individual in society aspires to achieve. However, it cannot be fully attained in all its components; rather, individuals achieve varying degrees of it. This concept does not depend solely on external factors, but also on internal feelings of security, reassurance, and satisfaction with life and self.

The teaching profession appears to have a significant impact on the perception of quality of life. Therefore, this study focused on the reality of quality of life in the educational sector through a field study conducted in primary educational institutions. The results confirmed that:

The level of quality of life among employees of the national education sector is moderate.

There are no statistically significant differences in quality of life attributable to gender, age, or professional experience.

Recommendations and Suggestions

Implement quality-of-life programs within educational institutions, especially for teachers, and respond to their needs and aspirations.

Conduct in-depth and specialized research on quality of life within educational institutions to develop proposals that contribute to improving teachers' quality of life.

Pay greater attention to teachers due to their strong and effective influence on society.

Work toward satisfying workers' psychological needs, as unmet needs negatively affect productivity and may lead to personality disorders, work-related problems, and increased social and occupational conflicts.

Prepare training programs aimed at improving quality of life and investing in teachers' positive attributes.

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