

The level of psychological burnout among top gloves employees in Ain Temouchent

مستوى الاحتراق النفسي لدى عمال شركة Top Gloves بعين تموشنت

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Abstract:

The purpose of this study was to determine the level of psychological burnout and to identify any differences in it based on gender. The study was conducted on a sample of employees of a medical glove manufacturing company in Ain Temouchent. The Maslach Burnout Inventory (1981) was used after confirming its psychometric properties on the study sample. The study included a sample of 80 employees selected by simple random sampling. A descriptive approach was used to answer the research questions of the study. After statistical analysis of the research hypotheses, the results of the study revealed a low level of psychological burnout and no differences in the level of psychological burnout based on gender among the study sample.

Keywords: burnout; burnout psychology ;the worker ;enterprise.

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ملخص:

هدفت هذه الدراسة إلى التعرف على مستوى الاحتراق النفسي والكشف عن مستوى الفروق فيه باختلاف الجنس. وقد أجريت الدراسة على عينة من عمال شركة إنتاج القفازات الطبية بعين تموشنت، حيث تم استخدام مقياس ماسلاش للاحتراق النفسي (1981) بعد التأكد من خصائصه السيكمومترية على عينة الدراسة ، وقد تم إجراء الدراسة على عينة مكونة من 80 عامل تم اختيارهم بطريقة المعاينة العشوائية البسيطة ، و للإجابة على تساؤلات الدراسة تم اعتماد المنهج الوصفي. و بعد الدراسة الاحصائية لفرضيات البحث ، أسفرت نتائج الدراسة عن وجود مستوى منخفض لاحتراق النفسي وعدم وجود فروق في مستوى الاحتراق النفسي تبعا لمتغير الجنس لدى عينة الدراسة .

الكلمات المفتاحية: الاحتراق ; الاحتراق النفسي ; العامل ; المؤسسة.

1. Introduction:

People strive tirelessly to achieve psychological, economic and social security and stability through work. However, there are numerous pressures and challenges that hinder their ability to achieve these goals, such as role conflict, ambiguity, and job demands that exceed their capabilities. Individuals make great efforts to adapt to these variables and turn them to their advantage by adopting different strategies. However, some may not be able to withstand these conditions and resort to negative methods that worsen their compatibility with their work environment. In this respect, the individual's personality plays an important role in their interaction with the characteristics of the work environment. Either they adapt, if they have a strong personality, or they become susceptible to a series of psychological and physical disorders, especially psychological burnout. This condition leads employees to a state of emotional and relational exhaustion, reduced performance and negative consequences. Its impact is not limited to the employee, but extends to the community as a whole. For this reason, it has become a phenomenon of interest to many researchers, whose studies are no longer limited to professions with a social and service-oriented nature, but include various occupations. The current working conditions in many professions have become a source of stress for many individuals, leading to psychological burnout.

There are several studies that have addressed the issue of psychological burnout. One such study was conducted by Hassan Mohammed Fathi Diab (2018), entitled "The level of psychological burnout and its relationship to organisational loyalty among male and female principals in the Directorate of Education and Education of Al-Rusaifa". The study aimed to determine the level of psychological burnout and whether there were differences in the level

of burnout attributed to the gender variable. The study found that the sample participants experienced a moderate level of psychological burnout in terms of emotional exhaustion, while they experienced a low level of burnout in terms of reduced personal accomplishment. Overall, the study indicated a moderate level of psychological burnout. In addition, the study revealed statistically significant differences in the level of psychological burnout attributed to the gender variable.

In addition to a study by Ma'moun Mahmoud Ahmed Al-Eyasra (2006) entitled "Leadership Styles of Educational Supervisors and their Relationship to Teacher Burnout in the Ministry of Education in Jordan", which aimed to determine the level of burnout among teachers in the Ministry of Education and whether there were differences in burnout levels attributed to the gender variable. The study found that teachers in the Ministry of Education experience high levels of burnout, with significant differences in burnout levels attributed to the gender variable in favour of women.

Another study by Al-Aqrabawi (1994) entitled "The Level of Burnout Among Government Secondary School Principals in Amman Directorate of Education" aimed to determine the level of burnout and the effect of gender and educational qualification on the level of burnout. The study found that government secondary school principals in the Amman Directorate of Education experience moderate levels of burnout according to the Maslach Burnout Inventory. However, no statistically significant differences were found that could be attributed to gender, educational level or their interaction.

Maynard-Ide's (1993) study entitled "Teacher Burnout Among Urban School Teachers" aimed to determine the level of burnout among teachers and the influence of personal variables, including gender, on the level of burnout. The study found that male and female secondary school teachers scored differently on the Maslach Burnout Inventory. In addition, married secondary school teachers experienced higher levels of burnout than teachers with other marital statuses.

Hanaa Bouhara's study (2016) titled "Psychological and behavioural implications (anxiety, depression, and job incompatibility) of burnout levels among civil protection personnel in Annaba" aimed to determine the level of burnout among civil protection personnel. The study found that civil protection personnel experience varying levels of

burnout.

Given that burnout generally leads to negative outcomes for workers, such as increased frustration, anxiety and psychological pressure, it has become important to study and understand this phenomenon in different occupational contexts.

- Therefore, the current study focuses on examining burnout among employees of Top Gloves Latex Industries in the province of Ain Temouchent, with the following research questions- What is the level of burnout among employees of Top Gloves Latex Industries in Ain Temouchent?

- Are there differences in the level of burnout among the employees of Top Gloves Latex Industries in Ain Temouchent according to gender?

Hypotheses of the study:

- There is a high level of burnout among the employees of Top Gloves Latex Industries in the province of Ain Temouchent.

- There are differences in the level of burnout based on the gender variable among employees of Top Gloves Latex Industries in the province of Ain Temouchent.

Aims of the study:

- To determine the level of burnout among the employees of Top Gloves Latex Industries in the province of Ain Temouchent.

- To identify differences in the level of burnout based on gender variable among employees of Top Gloves Latex Industries in Ain Temouchent province.

Significance of the study:

Scientific significance:

- The current research is significant due to the topic of burnout, which has received considerable attention from researchers.

- It contributes to the enrichment of scientific research and the university library in the field of organisational psychology and human resource management.

Practical significance:

- The study is aimed at an important segment of employees in the Top Gloves latex industry in the province of Ain Temouchent.

- It aims to provide recommendations and suggestions to help reduce the level of burnout and improve the psychological well-being of employees.

Procedural definition of the study variables:

* Burnout: According to Maslach (1977), burnout is the loss of interest in people in the work environment. It is characterised by feelings of exhaustion and emotional exhaustion, leading to a reduced sense of personal accomplishment and a lack of empathy towards colleagues (Malal, 2009, p.15). Operationally, it refers to the total score obtained by the employees of Top Gloves in Ain Temouchent by answering the Maslach scale used in the study.

Employees of Top Gloves Latex Industries: They refer to the group of workers employed in the Top Gloves medical gloves production company.

2. Theoretical aspect:

2.1 Concept of burnout:

Several and different definitions have been proposed by scholars and researchers regarding the concept of burnout. The following definition encompasses the concept of burnout:

Burnout is a state of emotional exhaustion resulting from excessive stimulation beyond the individual's tolerance, caused by a lack of adaptive strategies to cope with increasing and psychologically burdensome pressures. It also refers to the negative changes in the individual's relationships and attitudes towards others due to excessive emotional demands (Karbi, 2009).

Herbert Freudenberger was the first to highlight the phenomenon of burnout through his study of the stress responses of employees in service sectors such as teaching, medicine and other social professions. The concept of burnout is relatively new and has many definitions. The most common and widely used definition refers to it as "a state of emotional or physical exhaustion resulting from exposure to stress". It indicates negative changes in relationships and attitudes towards others due to excessive emotional and psychological demands" (Al-Zahrani, 2008, p.11).

According to Freudenberger (1974), burnout is defined as a state of physical and mental exhaustion that depletes an individual's vital energy due to demands that exceed his or her capacity. In 1975, it was defined as a state of exhaustion resulting from disparities and discrepancies between job demands and the individual's abilities, potentials and aspirations (Zawi, 2010, p.28). Cherniss (1981) defines burnout as the process by which a professional, who was previously committed to his or her work, withdraws from his or her work due to the

work-related pressures experienced during its performance (Samani, 2011, p.10).

Maslach (1977), on the other hand, sees burnout as a loss of interest in people in the work environment, where the individual feels exhausted and emotionally drained, leading to a diminished sense of personal accomplishment and a lack of empathy towards colleagues (Malal, 2009, p.15).

Similarly, Font (1977) sees burnout as a collection of negative manifestations such as exhaustion, lack of interest in work, indifference towards others, feelings of helplessness and negative self-evaluation (Matata, 2010, p.20).

Pines and Anderson (1983) define burnout as a state of physical, mental, neurological and emotional exhaustion resulting from working and interacting with people over a long period of time (Abdeen, 2011, p.440).

Furthermore, Ahmed Al-Alwan et al (2014) describe burnout as a state of stress that affects an individual as a result of work-related strain and excessive and continuous demands that exceed their capacity and potential. This condition leads to a range of psychological, mental and physical symptoms (Nader, 2014, p.194).

Based on the above definitions, we can say that burnout is a state of internal exhaustion that can lead to disturbances and weaknesses in the individual's personality, which in turn affects their level of work performance.

2. 2 The effects of burnout:

From a psychological point of view, burnout is simply a reflection of, or reaction to, unsatisfactory working conditions. The process begins when the worker complains of pressure and stress that cannot be reduced or eliminated by problem-solving methods. Changes in attitudes and related behaviours associated with burnout provide a psychological escape and protect the individual from deteriorating into worse states of nervous tension. Consequently, the following effects can be attributed to this phenomenon:

- A. Reduced sense of responsibility.
- B. Reduced psychological connection with clients.
- C. Depletion of psychological energy.
- D. Abandonment of ideals and increased negativity in one's character.
- E. Blaming others for failure.
- F. Decreased personal performance effectiveness.
- G. Increased absenteeism and job instability (Al-Khaldi & Al-Barwari, 2013, p.184). In

addition to constant pessimism, indifference towards work, low motivation, negativity, quick anger towards clients and colleagues, selfishness, tendency to blame clients and the system in case of failure, resistance to change, loss of innovative capacity, feeling alienated from one's work domain, frustration, withdrawal and introversion, decreased morale, and job rotation. All these factors can lead to the destruction of an individual's professional and personal life (Mehoubi, 2006, pp.65-66).

3. Practical aspect:

3.1 Study limitations:

Objective limitations: The study focused on assessing levels of burnout.

Human limitations: The study was conducted on a sample of workers from Top Gloves Latex Industries.

Spatial limitations: The study was conducted in the province of Ain Temouchent.

Temporal limitations: The study was carried out in August 2023.

3.2 Study methodology:

Given the nature of the subject and the objectives to be achieved, a descriptive methodology was adopted. This methodology involves studying and describing the phenomenon as it exists in reality and expressing it in terms of type and nature. This was done in order to analyse, measure, interpret and describe the data and its results.

3.3 Study instrument:

The study used the Maslach Burnout Inventory (MBI) developed by Maslach and Jackson (1981) to answer the research questions. This inventory measures the symptoms of burnout and consists of 22 items that assess the level of burnout.

The dimensions assessed by this inventory include:

1-Emotional exhaustion: Measures emotional feelings and exhaustion in work-related situations (items 1, 2, 3, 6, 8, 13, 14, 16, 20).

2-Depersonalisation: Measures negative feelings towards colleagues and patients (items 5, 10, 15, 11, 22).

3-Personal achievement: Measures the desire for success and personal achievement at work (items 4, 7, 9, 12, 17, 18, 19, 21).

The items in the inventory are in the form of statements that assess an individual's feelings

about their job. The individual responds on a 6-point scale ranging from (1) 'where the feeling occurs very rarely' to (6) 'where the feeling occurs daily'.

According to the Maslach Burnout Inventory, individuals who score high on emotional exhaustion and depersonalisation and low on personal accomplishment are experiencing burnout.

Table 1. Classification of dimensions in the Maslach Burnout Inventory and scoring methodology.

Dimensions	High	Moderate	Low
Emotional Exhaustion	30 and above	18-29	0-17
Depersonalisation	12 and above	6-11	0-5
Reduced personal accomplishment	0-33	34-39	40 and above

To obtain the intensity of burnout, the responses for each dimension are collected individually to determine the level and intensity of each dimension. According to the table above, the intensity of burnout is derived as follows:

-High intensity burnout: High levels of emotional exhaustion (30 and above), high levels of depersonalisation (12 and above) and high levels of reduced personal accomplishment (0-30).

-Moderate intensity burnout: Moderate levels of emotional exhaustion (19-29), moderate levels of depersonalisation (6-11), and moderate levels of reduced personal accomplishment (34-39).

-Low intensity burnout: Low level of emotional exhaustion (0-17), low level of depersonalisation (0-5), and high level of reduced personal accomplishment (40 and above) (Taibi, 2013, pp. 219-220).

The following steps were taken in the data analysis:

- The following quantitative alternatives (1-2-3-4-5-6) were adopted to express the qualitative alternatives.
- The data were then entered into the SPSS programme for analysis.

Note: The researcher relied on the version of the burnout scale used in the doctoral thesis of researcher Naema Taibi entitled "The Relationship between Burnout and Some Psychological and Psychosomatic Disorders Among Nurses" in the academic year 2012-2013. Reliability and validity of the scale were acceptable.

3.4 Study population and sample: The study population consisted of employees of one company. Due to the difficulty of reaching the entire population and the limited time and communication challenges due to the nature of their work, a sample was selected using a convenience sampling method. A total of 90 questionnaires were distributed, of which 83 were returned. After review, 3 questionnaires were excluded due to lack of seriousness in the responses, making them invalid for statistical analysis. Thus, the sample size of the study was 80 workers.

3.5 Characteristics of the study sample: The following table shows the characteristics of the study sample:

Table 2

Distribution of participants by gender

Gender	Frequency	Percentage %
Males	42	52.5
Females	38	47.5
Total	80	100

Table 2 shows the characteristics of the sample and the distribution of the sample members by gender. The distribution of sample members according to the gender variable shows that males make up 52.5% of the sample, while females make up 47.5%, which is a lower percentage.

3.6 Psychometric characteristics of the research instrument:

3.6.1 Validity: The researcher relied on internal consistency validity to assess the validity of the questionnaire. This was done by calculating the Pearson correlation coefficient between each dimension and the total burnout score using the statistical software SPSS (version 22). The results showed acceptable and statistically significant correlation coefficients as shown in the following table:

Table 3:

Shows the correlation between each dimension and the total burnout score.

The Dimension	Correlation Coefficient	Significance Level
Emotional Exhaustion	0.886**	0.01
Depersonalization	0.685**	

Reduced Personal Accomplishment	0.723**	
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Table 3 shows that the correlation coefficients ranged from 0.68 to 0.88 and are statistically significant at the 0.01 level of significance. This indicates that there is internal consistency between the dimensions and the burnout variable. The closer the correlation coefficient is to 1, the more reliable the scale is.

3.6.2 Reliability: The stability of the study instrument was ensured by calculating the Cronbach's alpha coefficient at the level of the dimensions and the entire questionnaire using the statistical software SPSS (version 22), as shown in the following table:

Table 4:

Shows the values of Cronbach's alpha coefficients for the dimensions of the burnout questionnaire.

The Dimensions	Cronbach's Alpha Coefficient
Emotional Exhaustion	0,885
Depersonalization	0,792
Reduced Personal Accomplishment	0,593
Overall Questionnaire	0,824

Table 4 shows that the Cronbach's alpha coefficient values for the dimensions of the burnout questionnaire were acceptable, ranging from 0.593 to 0.824. The Cronbach's alpha coefficient for the overall questionnaire was also acceptable, with a value of 0.824, indicating a satisfactory level of internal consistency and reliability of the questionnaire items.

3.7 Statistical methods used: In order to achieve the objectives of the study and to analyse the data collected, a number of statistical methods were employed using SPSS (version 22) statistical software. These methods included:

- Frequencies and percentages: To describe the characteristics of the sample.
- Means and standard deviations: To analyse the responses of the sample participants.
- Pearson correlation coefficient: To assess the internal consistency validity of the questionnaire.
- Cronbach's alpha coefficient: To estimate reliability.
- One-sample t-test: To determine the level of burnout among the sample participants.
- Independent samples t-test: To test for differences between the means of two independent samples.

3.8 Presentation of results:

3.8.1 Presentation of results of hypothesis 1: This hypothesis suggests that there is a high level of burnout among workers in the Top Gloves latex industry. After data entry, the researchers used a one-sample t-test to examine the level of burnout among the company's employees. The results are shown in the table below:

Table 5:

Shows the mean difference between the observed mean and the hypothesised mean of the burnout scale.

Total Score	Sample Size	Mean of Individuals	Standard Deviation	Difference between Individuals' Mean and Hypothetical Mean	Hypothetical Mean of the Scale 77		
					t-value (T)	Degrees of Freedom	Significance Level (sig)
Burnout	80	74.20	25.338	-2.8	26.192	79	0.000

Based on the results presented in the table above, it can be observed that the mean score of the burnout questionnaire for the study sample is 74.20, which is lower than the hypothesised mean of 77. Therefore, the level of burnout in the study sample is considered to be low. This conclusion is supported by the significant p-value of 0.000, which is less than 0.05. As a result, the hypothesis of an increased level of burnout among workers in the top gloves latex industry is not supported.

3.8.2. Presentation of the results of hypothesis 2:

Table 6:

Shows the difference in the level of burnout based on the gender variable.

The Variable	Gender	Number	Mean	Standard Deviation	Calculated t-value	Significance Level (Sig)
Burnout	Male	42	73.36	27.785	-0.311	0.647
	Female	38	75.13	22.655		

According to Table 6, the calculated t-value was 0.311 and the significance level was 0.647,

which is higher than the significance level of 0.05. Therefore, the research hypothesis was rejected and the null hypothesis that there are no differences in the level of burnout based on gender was accepted.

3.9 Discussion of the results:

Discussion of the first hypothesis: which states the presence of a high level of burnout among workers in Top Gloves Latex Industries, Ain Temouchent.

Based on the results obtained from Table 4, it was found that there is a low level of burnout. This can be explained by the environmental factors. Although burnout is a psychological phenomenon experienced by workers in human and social services, their ability to cope with pressure effectively contributed to solving problems in their professional environment. This conclusion is based on the researcher's site visits and interviews with individuals in the sample, including workers and supervisors. The majority of their comments were positive. In terms of working relationships, most of the sample perceive their relationships to be characterised by love, appreciation and mutual respect. They work in rotating teams and spend their breaks together, which gives them opportunities to communicate and reduces work-related stress. In terms of supervision, most of them consider the prevailing management style to be democratic. Many expressed their satisfaction with the good treatment they receive from their supervisors, which enables them to overcome pressure and solve their problems. In addition, Top Gloves provides its employees with a quality working environment that meets their needs, including a safe and pleasant working environment, cleanliness, appropriate working conditions such as moderate temperature, lighting and ventilation. This creates a sense of comfort and satisfaction among the workers and reduces their stress levels.

The researcher attributes the results to the social reality outside the company, as the spread of unemployment in society puts pressure on individuals.

The human resources manager mentioned that the company receives many applicants with different specialities, and those who are selected feel relieved because they have overcome the fear of unemployment. This reduces their pressure and tension, as they have obtained a job that provides them with a livelihood and psychological comfort. They also feel a sense of duty towards the company and the people they work with.

They are aware of the benefits and satisfaction they derive from their work, and the findings of the study are also supported by statements made by some of the workers, which

indicate that the general manager of the company attaches great importance to the concerns of the workers. This is evidenced by the placement of a box at the entrance to the company where any worker can write a letter of concern and place it in the box. Only the general manager opens the box and looks into the concerns, looking for effective solutions to help stabilise the worker and reduce the pressures that can lead to burnout and resignation.

This result is in line with the study conducted by Najla Mazouk Nasah Al-Baqmi (2021) titled "Burnout and its Relationship with Job Performance among Faculty Members in the Branches of Najran University in Shurura", which revealed that the level of burnout among the sampled participants was very low. It is also consistent with the study conducted by Hanaa Bouhara (2011) titled "Burnout and its Relationship with Job Performance among Civil Defence Employees", which found that the level of burnout among the sample participants was low after statistical analysis. In addition, the study by Saeed Al-Zafri and Ibrahim Al-Quriuti (2008) recorded low levels of burnout among a sample of teachers in all dimensions of burnout: emotional exhaustion, depersonalisation, and reduced personal accomplishment, based on Maslach and Jackson's classification of burnout levels (Bouhara, 2016).

Furthermore, the current study is consistent with the study conducted by Omar Khurubsha and Ahmed Arabiat (2005), which aimed to determine the level of burnout among teachers working with students with learning disabilities in resource rooms. The study was conducted on a sample of 166 teachers in the Directorates of Education in the Hashemite Kingdom of Jordan. The results of the study showed that the level of burnout among teachers was moderate in terms of emotional exhaustion and depersonalisation, and high in terms of reduced personal accomplishment (Samia Rahal, 2015, p. 295).

However, this differed from the study conducted by Karbi (2007), which aimed to determine the level of burnout among coaches in the governorate of Ouargla. The study found a moderate overall level of burnout among football coaches in Ouargla. It also differs from the study conducted by Taibi Naïma (2012), which aimed to identify the level of burnout among nurses and found that nurses experienced different levels of burnout. The results of the current study also differed from the study conducted by Al-Wabli (1995), which aimed to uncover the levels of burnout among public education teachers in Makkah in light

of the Maslach scale. The results showed that public education teachers experienced moderate levels of burnout in terms of frequency and intensity in the dimensions of stress and depersonalisation towards students, and high levels of burnout in terms of reduced personal accomplishment (Samia Rahal, 2015).

3.9.2 Discussion of hypothesis 2: that there are no differences in the level of burnout attributed to gender among employees of Top Gloves Latex Industries in Ain Temouchent.

According to Table 5, there were no differences in the level of burnout attributed to gender. In the opinion of the researcher and based on observations, this result can be explained by the fact that male and female workers experience the same conditions in their workplace. They receive the same treatment, which leads them to have similar perceptions and attitudes, regardless of their gender. They face their work situation in the same way and their adjustment is evaluated in the same way, which leads them to experience similar levels of burnout. Moreover, in our era there is no longer a significant difference between men and women in the workplace, which allows them to lead largely similar professional lives. They share the same conditions, pressures and difficulties and receive the same treatment, so there are no differences in burnout levels between them. In addition, all employees of the company, regardless of gender, are subject to the same internal rules without any discrimination. The company strives to create a sense of democratic justice among them, which has a positive effect on the well-being and psychological comfort of all employees, reducing their worries and tensions and lowering their burnout levels. This explanation explains the current result.

The company also values the concerns of its employees. According to the Human Resources Manager's statement on the situation of female workers during pregnancy, their positions are modified to accommodate their condition during the months of pregnancy. This is done to ensure that female employees do not feel discriminated against compared to their male counterparts. This creates a sense of psychological satisfaction for female employees similar to that of their male colleagues. The company strives for fairness in terms of material factors, treatment and attention to the relationship between employees, their supervisors, management style and their involvement in matters that concern them. It provides everything to meet their needs, thereby improving the quality of their professional lives and helping to reduce professional pressure for both genders and, consequently, their levels of burnout.

The current study is consistent with a study conducted by Jallouli, Shetouhi and Nacima

(2003) which aimed to investigate the existence of differences in the level of burnout attributed to gender among nurses. The study found no differences between men and women in levels of burnout. Furthermore, the study by Coonert (1998) investigated the relationship between burnout, stress, job satisfaction and coping strategies among secondary school teachers and found no gender differences in the level of burnout (Rahal, 2015, p. 307).

On the other hand, the current study differs from a study conducted by Murtadha Jabbar Al-Nouri titled "Measuring the Dimensions of Burnout and Its Relationship with Demographic Variables among Faculty Members in Some Colleges and Institutes in Baghdad" (2011). This study found that men experienced higher levels of burnout than women. Another study by Ali Asker (1986) on teachers in Kuwait aimed to investigate the impact of certain demographic factors on burnout and found that male teachers experienced higher levels of burnout compared to females (Rahal, 2015, p. 306).

Furthermore, the results of a study by Flynn (2000), which aimed to assess the level of psychological stress and burnout based on gender among high school principals in South Carolina, differed from the findings of the current study. The study sample consisted of 194 male and female principals and the results indicated that males, who were more involved in administrative paperwork, routine tasks, and administrative obstacles, were more prone to burnout than females (Rahal, 2015, p. 305).

4. Conclusion:

The current study focused on the well-being of workers in Top Gloves Latex Industries, Ain Temouchent State, as they play a crucial role in the company's profitability. Any economic institution strives to ensure profit by relying on the continuity of its activities, which is achieved through the contribution of workers to the company's goals and its prominent position nationally and internationally. This requires taking into account the psychological state of the employees and providing them with a sense of security and emotional stability, away from pressures that could prevent the company from achieving its objectives.

In light of these considerations, the main objective of this study was to examine the level of burnout among workers in Top Gloves Latex Industries, Ain Temouchent State, and to

determine if there are any differences based on gender. Burnout is a contemporary issue as the pressures that lead to it have become part of people's lives due to the many challenges of the modern age. It is prevalent in different working environments and sectors. Workers in economic institutions may be exposed to pressures that can affect them and lead to burnout. Through the researcher's interaction with the reality of the company, it became evident that despite the professional pressures experienced by the workers, similar to other workers in various economic institutions, they employ strategies to cope with these pressures. In addition, physical factors such as safety and the implementation of mental health programmes have helped to reduce psychological and professional pressures for many workers within the company. This has helped to reduce their stress and anxiety, which in turn has reduced their levels of burnout. These findings were obtained by enriching the theoretical framework of the study and using the Maslach Burnout Inventory to collect, analyse and interpret the data, as well as discussing them in the context of the work environment.

The main findings of the current study are as follows:

- * The presence of a low level of burnout among workers in Top Gloves Latex Industries, Ain Temouchent State.
- * The absence of gender differences in the level of burnout among workers in Top Gloves Latex Industries, Ain Temouchent State.

4. Recommendations:

Based on the findings of this study, we have identified several recommendations that can be used at both practical and academic levels. These recommendations are

1. Practical recommendations:

- Establish a dedicated psychological specialist for workers and employees in different institutions to help them overcome their problems.
- Develop a specific mental health programme in different areas and types of institutions to promote psychological well-being.
- Provide psychological support and assistance to workers to strengthen their psychological resilience in facing challenges and adapting to working conditions.
- Carry out further studies on stress management strategies in different types of institutions.
- Carry out surveys to identify and investigate the causes and circumstances that contribute to feelings of psychological stress among workers.

These practical recommendations aim to address the psychological well-being of workers and emphasise the importance of providing professional support and implementing mental health programmes in different settings. By implementing these recommendations, organisations can create a supportive work environment that promotes the overall well-being of their employees.

At an academic level, further research can be conducted to explore the effectiveness of these recommendations and to investigate additional factors that contribute to psychological distress and well-being among employees. This can help to develop more comprehensive strategies and interventions to address and prevent psychological stress among workers.

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