

Occupational Safety Requirements and their Role in Ensuring Job Security: A Field Study at the Cable Industry Institution, General Cable Branch – Biskra

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Abstract

This study aimed to investigate the role of occupational safety requirements in ensuring job security for employees of the cable industry institution, General Cable Branch in Biskra. The study utilized a descriptive approach and employed a questionnaire as the primary tool for data collection and analysis. The sample consisted of 66 individuals selected from the total population of 656 employees, according to stratified random sampling techniques. The collected data was statistically analyzed using the Statistical Package for the Social Sciences (SPSS) version 26.

The study concluded that improving working conditions enhances employees' sense of psychological security. Additionally, it found that incentives provided to employees reinforce their sense of job stability, which is essential for ensuring job security in the cable industry institution, General Cable Branch in Biskra.

Keywords: Occupational safety; Job security; Cable industry institution

1. INTRODUCTION

The connection between work and human existence, individual lives, and society is profound. To ensure its continuity, stability, and security, and to prevent work from becoming a threat or obstacle posing risks to individuals, jobs must be decent and safe, contributing to improving workers' productivity in quantity and quality, ensuring their safety, health, and enjoyment of social protection and well-being, and protecting them from accidents and occupational diseases in the workplace. Given the industrial technological advancements witnessed by society and the consequent developments in machinery, equipment, and production means, occupational hazards and diseases within the establishment are crucial aspects of work. This leads to numerous risks and problems that workers must face, in addition to the role played by the health and psychological conditions of workers due to these risks. This awareness prompts us to be vigilant and avoid falling into their causes.

Therefore, it has become necessary to highlight the role of occupational safety and health in the workplace environment and its impact on industry, economic growth, and the progress and welfare of workers. Preserving it is considered one of the most important components of the economy. The safety and health of workers and their families are no less important than increasing production and its quality and reducing related costs. Occupational health and safety have become systems and laws that workers must know, and employers must enforce them without allowing any violations.

Statement of the Problem

Many studies seek to shed light on the most critical issues for preserving employees' health and safety, as it is the translated tool of the professional process, especially in environments surrounded by hazards that could harm or limit their lives. However, addressing the issue of job security requires concerted efforts from specialists and researchers to identify the most important requirements that address it. This is the focus of this study, which is limited to achieving job security according to occupational safety requirements in the industrial field represented by General Cable, paralleled with the main concepts from theoretical literature. Hence, the main question emerged as follows: **What is the role of occupational safety requirements in ensuring job security?**

From this main question, the following sub-questions were derived:

- Does improving working conditions increase the employee's sense of psychological security in the cable industry institution, General Cable Branch in Biskra?
- Do incentives provided to employees enhance their sense of job stability in the cable industry institution, General Cable Branch in Biskra?

Considering the hypothesis as the tentative answer to the posed question, the general study hypothesis is as follows:

The main hypothesis of the study is as follows:

- Occupational safety requirements play a role in ensuring job security.

From this hypothesis, two sub-hypotheses emerged as temporary answers to the sub-questions:

- Improving working conditions increases the employee's sense of psychological security in the cable industry institution, General Cable Branch in Biskra.
- Incentives provided to employees enhance the sense of job stability in the cable industry institution, General Cable Branch in Biskra."

Aims of the Study

The study aims to:

- Identify the role of occupational safety requirements in ensuring job security in the cable industry institution, General Cable Branch in Biskra, by highlighting the impact of improved working conditions and incentives provided by the institution to its employees in enhancing their sense of psychological security and job stability.

Significance of the Study

The significance of the study is manifested through the importance of the variables under investigation, represented by occupational safety requirements and job security. The latter is considered the pulsating heart of the productive process in the institution, resulting from psychological security, job stability, building excellent working relationships due to improved working conditions, proper use of equipment and personal protective gear, training to prevent workplace accidents, access to training and development, and maintenance of the devices and machines used.

Additionally, the importance lies in highlighting the aspects of occupational safety and job security through which their roles are clarified.

Study Methodology

We adopted a descriptive approach in our study as it is the most suitable for describing and analyzing the study variables.

Study Terminology

Occupational Safety: As defined in this study, it refers to the protection of human resources from harm caused by workplace accidents to ensure their safety within the cable industry institution, General Cable Branch in Biskra

Job Security: As defined in this study, it refers to the employee's or worker's sense of safety in their work environment through the provision of preventive measures and safety procedures, meeting their needs to secure their future within the cable industry institution, General Cable Branch in Biskra.

The Cable Industry Institution, General Cable Branch in Biskra: Established in 1983 as a public entity for manufacturing all types of electrical cables in the Biskra unit. Located in the industrial zone west of the city of Biskra, it was privatized in 2008 through the sale of its shares to several entities until the Condor Group acquired its shares in 2017, with a 70% stake, while the remaining 30% remained state-owned, and its name was changed to General Cable.

2. Literature Review

2.1 Occupational Safety

2.1.1 Definition of Occupational Safety

Occupational Safety is the science of identifying, assessing, and mitigating workplace risks that could jeopardize employees' health and welfare is known as occupational safety. Think about the possible impact on the environment and nearby communities (Benjamin, 2008) .

2.1.2 Objectives of Occupational Safety

By helping to preserve and safeguard both people and other physical assets at work, the field of occupational safety and health seeks to minimize loss. The scope and practice of the field are broad. Its main responsibilities include keeping an eye on the workplace and counseling management or employers on how to reduce and avoid losses. Since management bears the ultimate responsibility for workplace behaviors, they are always the ones to take action. The company's owners or investors, the courts, the Occupational Safety and Health Administration (OSHA), and even the general public hold management responsible. The safety and health specialist's role is to support management by conducting workplace observations and offering advice.

In reality, occupational safety and health deals with ethical and financial concerns, usually inside legally mandated parameters. The governments of the United States and other countries mandate that workers be shielded against risks that could cause harm, disease, or even death. In the United States, businesses are mandated to create safe and healthy workplaces by the Occupational Safety and Health Act of 1970, also referred to as the OSH Act. Safety and health experts assist firms in doing that. (Friend & Kohn, 2023).

2.1.3 Responsibilities of Occupational Safety

The basic duties of an employee are as follows (Danuta, 2004):

- To ensure the proper condition of machinery, equipment, tools, and devices as well as the order and neatness of the workplace, one must: Be aware of the OSH regulations;
- Attend training programmes and briefings regarding the same;
- Take the necessary examinations;
- Perform his work in accordance with OSH provisions and rules and comply with directions and instructions provided by superiors in such a context.
- Using the supplied personal protective equipment, work clothes, footwear, and collective protective equipment for the intended uses.
- To cooperate with the employer and superiors in the performance of duties related to Occupational Safety and Health (OSH).
- To submit to an initial health assessment, follow up on recommended health assessments on a regular basis, and adhere to medical instructions.
- To report any accident or hazard to human life or health observed in the employing establishment to the superior as soon as possible.
- To alert coworkers and other persons present in the area of impending danger.

2.2 Job Security

2.2.1 Definition of Job Security

The Commission defines job security as ‘the possibility to easily find a job at every stage of active life and having a good prospect for career development in a quickly changing economic environment’ (Zakiç, 2016).

In addition, it describes a sense of security or a sensation in which a person's needs and wants are satisfied. A person's ability to save what they have

and their assurance that they will be able to earn money in the future determine their sense of security. In addition, there is the "right to work until the time of retirement." All things considered, there ought to be some sort of hierarchical structure regarding the needs and security levels when it comes to job security. There is a hypothesis in psychology regarding the significance of security in human existence. It possesses the most significant level (Nafiseh & Morteza, 2017).

2.2.2 Importance of Job Security

Job Security focuses on providing social, cultural and psychological protection requirements for workers by providing (Charara, 2016):

- Social services such as clubs and leisure through trips and others.
- Cultural services through the training, education and education of workers in the areas of work of the Organization, as well as the provision of periodicals, leaflets and brochures that illustrate the Organization's history, founders, podium times, crises experienced by the Organization and others.
- Selection of workers whose culture is compatible with the organization's Corporate Culture.
- Design functional systems that support and promote the continuous promotion of workers, so as to satisfy their functional and professional needs, whether through promotion or transfer.
- Supporting and endorsing the quality of career (Owl quality work life for various employees of the organization and their families.
- Supporting workers' psychological and moral stability through participation in decision-making, profits and ownership.
- Provide effective systems for the health development of workers and their families, both through each organization's treatment systems and through health insurance institutions and agencies.
- Design and implementation of distinct systems for the disbursement of pensions, allowances and compensation for injuries to work, to refer to retirement age or to death.

2.3 Previous Studies

2.3.1 Study of “The Relation between Skills and Job Security: Identifying the Contractual Return to Skills” which conducted by Ron Diris and Olaf van Vliet (2022)

In contrast to other contractual arrangements for employees, this study estimates how abilities relate to the probability of securing a permanent contract using PIAAC data from 29 countries. Across the board, our pooled research demonstrates that abilities are significantly correlated with a permanent contract. The distinction between reading and numeracy skills—which is mostly due to grouping according to industries and occupations—is greater. We also find notable variations within nations, where permanent employment at the national level is significantly predicted by either no skills, only literacy skills, or only numeracy abilities, but never by both. Furthermore, this "contractual return to skills" is very different from the conventional salary return to skills in other nations. We discover hints that these variations are related to labour market institutions and demand factors.

2.3.2 Study of “The Importance of Workplace- Occupational Safety in the Perspective of Enterprise Sustainable Development and Performance” that conducted by AyşenurErdil (2022)

Occupational fatalities may result from a variety of factors, especially in developing and underdeveloped countries: the structure of the manufacturing and technology industries; the intricacies of the mining, development, and transportation industries; the ignorance and underqualification of manufacturing workers; the inability to adapt to technological advancements; environmental degradation; the layout of the production organisation; and the failure to use personal protective equipment and eq The probability of workplace accidents is significantly increased by these conditions. Investigations are conducted on the ergonomic design, occupational physiological variables, and workspace functioning system throughout the course of this research, as these factors are typically thought to be the causes of workplace disasters. In a company that makes white appliances, implementation of continuous improvement, total abilities and accomplishment (5S and Total Productive Maintenance) is offered to improve functional productivity and occupational security. Due to the particular application, a review was conducted from the standpoint of employee productivity and the operations' financial performance.

3. Field Study

3.1 Population and Study Sample

Population: The total population of employees and workers in the cable industry

institution, General Cable Branch in Biskra, amounted to 656 individuals, including managers, control workers, and execution workers.

Study Sample: In our study, we utilized the stratified sampling method, which selects a sample that mirrors the original community with its characteristics. The sample size was determined to be 66 individuals using mathematical calculations.

3.2 Study Instrument:

We developed the study instrument based on the literature review of study variables and theoretical heritage. The study topic guided us to search for the most significant indicators of the variables and extract the essential dimensions we seek to measure and address the research questions. Therefore, the questionnaire was divided into three sections:

- * The first section: included personal and professional data of the researched category such as gender, age, marital status, educational qualification, and years of experience.
- * The second section: aimed to identify whether improving working conditions increases the employee's sense of psychological security in the cable industry institution, General Cable Branch in Biskra, comprising 25 statements distributed across its dimensions.
- * The third section: also aimed to determine whether the incentives provided to employees enhance the sense of job stability in the cable industry institution, General Cable Branch in Biskra, comprising 20 statements distributed across its dimensions.

In this context, we relied on the Likert scale and utilized the Statistical Package for the Social Sciences (SPSS) V26 software to statistically process the study data on the computer after data entry.

3.3 Statistical Analysis Methods

We utilized several statistical methods suitable for the nature of descriptive studies, including:

- Frequencies and percentages to describe the study variables in our possession and determine the response rate.
- Mean calculation to identify the central tendency of respondents' answers.
- Standard deviation to determine the degree of dispersion among the study sample responses, along with an analytical test, ANOVA, to test hypotheses.

3.4 Results of the Field Study and Discussion

After statistically processing the questionnaire data using the Statistical Package for the Social Sciences (SPSS) V26 software, we arrived at the following:

Analysis of the First Section Results: Personal Information

Table 1.Demographic Characteristics of the Study Sample

		Frequency	Percentage
Gender	Male	62	93.93
	Female	4	0.06
Age	Less than 30 years old	14	21.21
	From 31-40 years old	22	33.33
	From 41-50 years old	17	25.75
	More than 51 years old	13	19.69
Marital Statu	Single	22	33.33
	Married	41	62.12
	Divorced	0	0
	Widowed	3	4.54
Academic Qualification	Diploma	36	54.54
	Baccalareate	19	28.78
	License	11	16.66
Years of Experience	Less than 5 years	6	9.09
	From 5-10 years	13	19.69
	From 11-15 years	10	15.15
	From 16-20 yaers	17	25.75
	More than 21 years	20	30.30
N	Total	66	100

Source: Compiled by the authors based on the outputs of SPSS v26

The table above, Table (1), reveals that out of the total sample size of 66 individuals, 62 individuals, representing 93.93%, are male, while the female percentage is 6.06%. This is attributed to the nature of the industrial activity of the institution, which requires physical and muscular strength, as well as its rotational pattern. Similar to the very low proportion of females, whose work is limited to administrative tasks only, particularly in the context of the southern society, which opposes women working at night except in the field of healthcare.

Additionally, we find that the age group between 41-50 years comprises the majority, reaching 33.33%, due to their intellectual and professional maturity

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they aim to achieve, which any institution seeks to employ. This category strives diligently to achieve their family stability, which necessitates their effort and diligence in seeking employment to meet their needs.

Furthermore, the majority of the sample are married individuals, accounting for 62.12%, which reflects their family stability resulting from their marriage alongside their professional stability. Here, priorities and considerations change, and we find individuals striving to enhance their efficiency and effectiveness by their loyalty and belonging to the institution representing their source of livelihood, especially if they are heads of households seeking to meet the needs of their children.

Moreover, most of the workers hold a vocational diploma with a high percentage of 54.54%, followed closely by those with a Baccalaureate diploma at 28.78%. This indicates that during the recruitment process, especially during the selection and hiring stages, the institution prioritizes the selection of workers who meet the professional requirements, whether they have experience in tasks close to the institution's tasks or certificates proving their qualifications. This is aimed at integrating them directly into their positions without training immediately upon recruitment for optimal utilization. In case of identifying any weaknesses in them, efforts are made to train them to perform their assigned tasks proficiently without errors that negatively impact both the worker and the institution.

Moreover, the institution does not neglect in its strategies the category holding higher degrees as it seeks to attract competencies for the advancement of the institution, especially in the fields of quality, administrative transactions in product marketing, or even legal consultations...

Additionally, their availability of experience, especially the category with over 21 years of experience at 30.30%, followed by the age group from 16 to 20 years at 25.75%, is due to the institution of the field study's insistence on adopting the principle of seniority in work to achieve its pre-set general goals within the framework of achieving the individual worker's goals. Therefore, it ensures good working conditions by assisting these newly employed workers and building strong relationships that make them cling to the job. Thus, ensuring their professional safety, translated by their dedication, credibility, effectiveness, and efficiency. Thus, it remains the dream workplace for every young person due to the privileges it offers.

Analysis of the Second Section Results: Improving Working Conditions

Increases Employee Sense of Psychological Security in the General Cable Industry Institution - Biskra

In this section, the mean, standard deviation, and awareness level were calculated for each statement expressing the improvement of working conditions increases the employee's sense of psychological security in the cable industry institution branch of General Cable - Biskra. The overall level of the second and third sections of the questionnaire according to the statistical standard is illustrated in the following table:

Table 2. Illustrates the results of the second section

In order to assess the arithmetic means and interpret the results, the following statistical standard was relied upon:

Grade	Low	Average	High
Level	From 1- Less than 2.60	From 2.61- Less than 3.40	From 3.41 and more

Below is a presentation of the results obtained through the responses of the sample individuals; Table (02) below illustrates this:

Table 3. Degree of achieving job security measures through selection and hiring dimension as one of the mechanisms for meeting occupational safety requirements.

	N	Amount	Average	Standard deviation	Rank	
	Statistics	Statistics	Statistics	Standard error	Statistics	degree
N valide (list)	66		1.5818		0.3145	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 4. Degree of achieving job security measures through ensuring the work environment dimension as one of the mechanisms for meeting occupational safety requirements

	N	Amount	Average		Standard deviation	Rank
	Statistic	Statistics	Statistic	Standar	Degree	Degree

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	s		s	d error		
N valide (list)	66		1.1287		0.20398	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 5. Degree of achieving job security measures through Procedures and Laws
Dimension as one of the mechanisms for meeting occupational safety
requirements

	N	Amount	Average		Standard deviation	Rank
	Statistic s	Statistics	Statistic s	Standar d error	degree	degree
N valide (list)	66		1.0909		0.20790	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 6. Degree of achieving job security measures through Training and
Development Dimension as one of the mechanisms for meeting occupational
safety requirements

	N	Amount	Average		Standard deviation	Rank
	Statistic s	Statistics	Statistic s	Standar d error	Degree	degree
N valide (list)	66		2.12726		0.55637	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 7. Degree of achieving job security measures through Maintenance
Dimension as one of the mechanisms for meeting occupational safety
requirements

	N	Amount	Average		Standard deviation	Rank
	Statistic s	Statistics	Statistic s	Standar d error	Degree	degree
N valide (list)	66		1.35152		0.24530	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 8.Overall Level of the Second Section Dimensions

Level	Standard deviation	Mean	Dimension	Rank
Low	0,03618337	1.45605667	Overall level	

Source: Compiled by the authors based on the outputs of SPSS v26

The table (08) indicates that the overall level of assuming the improvement of working conditions increases the employee's sense of psychological security in the cable industry institution, General Cable Branch in Biskra was low. The arithmetic mean was 1.45, and the standard deviation was 0.03, indicating a low level of dispersion in the respondents' answers.

This is further confirmed training and development dimension, which ranked first with a low arithmetic mean of 2.12 and a low standard deviation of 0.35, followed by selection and hiring dimension in the second rank with a low arithmetic mean of 1.58 and a weak standard deviation of 0.25. Next is maintenance dimension in the third rank with a low arithmetic mean of 1.35 and a weak standard deviation of 0.34. This is followed by securing the work environment dimension with a similarly low arithmetic mean of 1.12 and a standard deviation of 0.31. Finally, procedures and laws dimension ranked last with a low arithmetic mean of 1.09 and a very weak standard deviation of 0.26.

This clearly indicates that the value training dimension in all institutions, especially industrial ones, is considered one of the most significant achievements for preserving the safety of its employees, particularly since all workers benefit from training courses. Through these courses, they enhance their work proficiency and quality, ensuring error-free work to avoid serious consequences. This is reflected in the low arithmetic mean of 3, especially when training is conducted by experts in the field of industrial institutions, characterized by a large number of workers, workshops, and tasks, which increases the dedication of its workers to the optimal use of tools and equipment, including safety measures.

Furthermore, the importance of selection and hiring is emphasized, with its arithmetic mean being 1.58, stressing the necessity for the institution to re-evaluate candidates during the selection process in employment competitions to verify the accuracy of the medical information provided by the candidates. This is crucial given the demanding tasks and nature of the positions, which require candidates with a sound physical and mental condition capable of handling tasks according to the institution's regulations.

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Subsequently, maintenance dimension, the arithmetic mean remains low at 1.35, emphasizing the importance of all workers benefiting from safety devices when necessary. This is confirmed by the relatively average arithmetic mean of 2.57 when these tools are maintained by a specialized team. Considering the nature of the institution's industrial activity in the field of electric cables, it has its own dedicated team responsible for maintenance and safety of equipment and the physical environment in which the workers operate. This is to ensure both the equipment's and the workers' safety primarily.

Given that workers are surrounded by various factors that may distract them and weaken their physical structure over time, such as family, social, and economic conditions, they become susceptible to certain hazards within the institution if they arise from their end, although not from the equipment. Nevertheless, the institution insists, through its laws, that none of its workers violate the occupational safety laws it publishes throughout the institution. These laws emphasize imposing deterrent penalties on negligent workers who do not use safety measures, as indicated by the low arithmetic mean of 1.09. Thus, the institution is committed to improving working conditions by emphasizing the necessity for its workers to wear personal protective equipment such as helmets, gloves, and aprons.

This commitment applies to all its workers and employees, including control and management personnel, not just the execution workers as they are the ones at the forefront of the production line. The institution provides strict instructions for promoting safety in the workplace, aimed at ensuring the safety and security, especially the psychological well-being, of its employees. All of this enhances the quality of its activities and competitiveness in the job market, resulting from securing a healthy work environment. This is also confirmed by the average score of securing work dimension, which was low (1.12). Within this context, one of the statements that came first emphasizes that the company posts explanatory signs about the dangers that may arise from the nature of each workshop's activities. Additionally, it sensitizes, guides, and directs its workers regarding the risks of certain tasks to ensure an increase in their sense of psychological security. Through this, the institution achieves its goal of increasing productivity while maintaining the safety and security of its workers and employees, considering them as human capital and a significant investment, especially the experienced group through the years spent in the company or the

group that has been trained.

Section Three: Incentives provided to workers enhance the sense of job stability in the Electrical Cables Industry Institution - Biskra.

Table 9. Degree of achieving job security measures through Ensuring Mental and Physical Health Dimension as one of the mechanisms for meeting occupational safety requirements

	N	Amount	Average		Standard deviation	Rank
	Statistics	Statistics	Statistics	Standard error	Degree	degree
N valide (list)	66		2.0272		0.33229	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 10. Degree of achieving job security measures through Group Selection and Cohesion Dimension as one of the mechanisms for meeting occupational safety requirements

	N	Amount	Average		Standard deviation	Rank
	Statistics	Statistics	Statistics	Standard error	Degree	degree
N valide (list)	66		1.2727		0.3844	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 11. Degree of achieving job security measures through Participation in Decision Making Dimension as one of the mechanisms for meeting occupational safety requirements

	N	Amount	Average		Standard deviation	Rank
	Statistics	Statistics	Statistics	Standard error	Degree	degree
N valide (list)	66		1.6151		0.57694	Low

Source: Compiled by the authors based on the outputs of SPSS v26

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Table 12. Degree of achieving job security measures through Employee Satisfaction Dimension as one of the mechanisms for meeting occupational safety requirements

	N	Amount	Average		Standard deviation	Rank
	Statistics	Statistics	Statistics	Standard error	Degree	degree
N valide (list)	66		1.1632		0.56292	Low

Source: Compiled by the authors based on the outputs of SPSS v26

Table 13. Overall Level of Section Three Dimensions

Level	Standard deviation	Mean	Dimension	Rank
Low	0,15459974	1,215676	Overall level	

Source: Compiled by the authors based on the outputs of SPSS v26

- Table 13 indicates that the overall level of assuming the motivations provided to the worker enhances the sense of job stability in the cable industry institution, General Cable Branch in Biskra which was low; with an average score of (1.21) and a standard deviation of (0.15), indicating a significant variation in the respondents' responses.

- This is confirmed by the results securing the mental and physical health dimension, which ranked first with a low average score of (2.02) and a low standard deviation indicating little dispersion (0.32). Following this, participation in decision-making dimension came in second place with an average score of (1.61) and a standard deviation of (0.34). Subsequently, group selection and cohesion dimension ranked third with an average score of (1.27) and a standard deviation of (0.38), while employee satisfaction dimension ranked fourth with a similarly low average score of (1.16) and a very low standard deviation of (0.22).

That is to say, it indicates the importance of maintaining the mental and physical health of the worker, through which the institution preserves the professional safety of the worker. This is confirmed by the phrase that came third among the phrases of this dimension, stating through the confirmation of its respondents that the organization, within the framework of health insurance in its various forms, is actively seeking to monitor all types of occupational diseases

resulting from its activities. And in order to avoid the occurrence of such problems, which may be termed as catastrophic problems that affect the working hand driving the production process, the organization monitors the health of its workers of all types, from execution workers to controllers and even management, by providing a qualified occupational physician to monitor the health of sick workers and guide them for examination, diagnosis, and to determine the type of diseases that may weaken the worker's physical structure due to tasks and performance, or even to determine the physical conditions that may be the cause of one of the diseases. This is confirmed by the phrase that came first securing the mental and physical health dimension. Especially since we know that the vast majority of the working class is present on the production line, they strive to support their families due to the dire circumstances surrounding them, such as the high cost of living, unemployment, and the unmet demands of unfinished families. They are forced to cling to their jobs and resort to the doctor if they feel ill or if circumstances require it.

The institution emphasizes this by considering the worker as a valuable resource, fearing his loss or loss of interest in work, which weakens or limits his productivity, and thus affects the reputation of the organization at the national and international levels. Therefore, the organization emphasizes the importance of involving all its workers in the decision-making process by providing them with many opportunities to suggest many alternatives that help them accomplish their tasks. This is confirmed by the phrase that came first according to the respondents' answers, stating that the alternatives and solutions provided by the workers are taken into consideration with a relatively low average score of (2.25). This positively affects the worker's attitude towards the workplace and contributes to building a good professional relationship with their supervisors. This dimension, with all its interrelated and sequential phrases, which had an average score of (1.61), is of great importance. Additionally, allowing workers to join a different work team, if necessary, is confirmed by the low average score of the phrase indicating this, which was (1.84). It is worth noting that the industrial work of the organization requires it to work its workers through rotation to maintain continuous production without interruption except in rare cases, as well as to provide sufficient rest and give each worker or employee the opportunity to meet their family needs, and even civil administrative needs in the case of night shifts, in addition to the fact that joining a different team according to the workers' responses comforts them and helps them reduce errors in work performance and

increases strength and cohesion. In reality, it is among the goals that the organization seeks to achieve, so here we find it trying to solve all the problems that stand between it and the workers, seeking to attract them and meet their demands within its framework to achieve its specific goal, which translates into an increase in the activity of its workers as a result of their satisfaction. Therefore, the responses to this dimension came in fourth place according to the answers of the workers and employees with a low average score of (1.77). However, this does not diminish the organization's concern for the satisfaction of its workers. They are, in fact, due to living conditions and the difficulties of life, bearing the burden of work and its difficult nature. They are often overlooked in their satisfaction with work because they are forced to work and there are no alternative opportunities, especially since the organization has gone from public ownership and sold shares to foreign entities. Therefore, its owners seek to achieve the success of its activity, even if they dispense with a category of workers and compensate them with machines replacing human effort.

This is what the institution has witnessed in a stark difference between the number of its employees in the past years before its privatization, which numbered more than 1000 workers, while the number of its workers has become fluctuating between 500 and 600 workers. This fluctuation is caused by allowing some workers to work on temporary contracts, including those of limited duration if necessary, and then they are laid off. This is approximately the situation of the organization that entered the privatization circle.

3.5 Hypothesis Testing

First Hypothesis: Improving working conditions increases the worker's sense of psychological safety in the General Cable industry institution in the province of Biskra.

Here, we can say that the first hypothesis was fulfilled through the results of ANOVA analysis, with the total sum of the F expression being 20,551. This is based on the respondents' answers and the average score for each statement in the hypothesis axis.

Second Hypothesis: Providing incentives to the worker enhances their sense of job stability in the General Cable industry institution in the province of Biskra.

Here, we can say that the second hypothesis was fulfilled through the respondents' answers and the average score for the statement in the hypothesis section, as well as through the results of ANOVA analysis using the statistical analysis program

SPSS v26. The total sum of the F expression was 3691.351.

4. General Result

Through data analysis and theoretical literature that clarified the variables of our study, we find that the General Cable industry institution, the branch of General Cable in Biskra, is actively seeking to improve working conditions to increase the worker's sense of psychological safety.

Furthermore, the General Cable industry institution in Biskra to provide incentives to the workers to enhance their sense of job stability. All of these are strategies that the company implements to achieve its success, maintain its existence, and preserve its reputation. Thus, it can embed its internal system in the worker's mindset by their own desire and will to apply it, rather than coercion. This encourages growth, loyalty, and belonging to the company, leading to the automatic implementation of occupational safety requirements, ultimately ensuring job security. This is what this study has investigated and analyzed.

5. CONCLUSION

Thus, in order to achieve job security, many efforts must be combined, primarily those affecting occupational safety mechanisms as enhancing the worker's or employee's confidence in his or her field of work, which, if available, he or she seeks to focus on performing the tasks assigned to him with competence, effectiveness and dedication as a result of the availability of many procedures (organizational-legal-training, formative and maintenance) pursued by the institution to ensure that it achieves its productive objectives and preserves its physical and organizational environment and human resource, through which it also ensures that the waste of the financial costs it provides as compensation in the event of accidents is reduced.

6. Bibliography List

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