

The reality of the quality of working life in Economic companies from the point of view of the workers of the Algerian Directorate of Water for the Wilaya of Namaa (Algeria)

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Abstract:

This study aims to discover the reality of the quality of life at work in Economic companies from the point of view of the Algerian Directorate of Water for the Wilaya of Namaa personnel. To achieve this goal, the two researchers used the descriptive approach by applying the questionnaire tool consisting of (6 dimensions) to a random sample of employees, estimated at 49 employees in the Algerian Directorate of Water, and the study concluded that the level of quality of life at work Economic companies from the point of view of the workers of the Algerian Directorate of water for wilaya of namaa was high.

Keywords: Quality of Life; Quality of Life at Work

INTRODUCTION

During the late 19th century, there was a significant surge of interest in organizational growth, particularly emphasizing the human element and its crucial position. This change substantially influences the organization's performance and seeks to establish a conducive environment that improves the well-being of employees. This strategy prioritizes establishing a secure and conducive work environment that fulfills the necessary working conditions, fosters worker involvement and collaboration in decision-making processes, and attains societal fairness and equality. Furthermore, it encompasses the consideration of salaries and incentives, addressing the requirements and preferences of employees, and various other factors. This method contributes substantially to employee happiness, leading to improved

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organizational performance and achievement of organizational goals.

01. Research inquiries:

Algerian Economic companies are influenced by technological advancements and modern scientific breakthroughs, significantly impacting their identity and culture. The organization's objectives are accomplished by effectively managing the collaboration between administrative leaders and employees inside the system to react successfully to changes in the practical environment. This study aims to evaluate the standard of living for employees working in the Algerian Water Corporation, specifically in the Naama state's Algerian Directorate of Water. The Algerian economy regards this industry as a crucial cornerstone due to its substantial workforce with unique professional attributes. Next, we will pose the following inquiry:

What is the current assessment of work quality in economic companies, especially the Algerian water company in the Wilaya of Namaa, as perceived by the employees?

2. General Hypothesis: We expect a high level of quality of life from the point of view of Algerian water workers in the Wilaya of Namaa

2.1 .Partial hypotheses:

- We expect conditions of a suitable working environment from the point of view of Algerian water workers of the wilayat of Namaa.
- We expect a high awareness of the functional characteristics from the point of view of the Algerian water workers of the wilayat of Namaa.
- We expect complete satisfaction with the wages and bonuses from the point of view of the Algerian water workers for the wilayat of Namaa.
- We expect harmony within the labour groups from the point of view of the Algerian workers who provide water for the Wilaya of Namaa.
- We expect appropriate supervision by the President from the point of view of the Algerian water workers for the Wilaya of Namaa.

We expect the satisfaction workers to participate in decision-making from the point of view of Algerian water workers for the Wilaya

of Naama.

3. Study Objectives:

Assessing the work-related quality of life in Economic organizations, as seen by employees of the Algerian water company in the wilaya of Namaa.

4. The significance of this study:

The significance of this study is in its investigation of a novel subject matter intricately connected to the fields of Labour and organizational psychology. Work-related quality of life holds significant significance within organizational and managerial behavior. The researcher anticipates that this study will provide fresh perspectives to the current pool of knowledge, considering the scarcity of research undertaken on the quality of working life, particularly inside Algerian companies.

5. The concept of quality of work life:

Pertains to enhancing the work environment and the well-being of employees. Scientists and researchers in this field have proposed numerous theories and ideas. Social scientists mainly examine workers' autonomy level in their professions, whereas economists primarily analyze economic factors such as working hours, hourly salaries, and annual income. Psychologists, conversely, concentrate on the work environment and employee satisfaction. (Guillen & Dahl. 2009: P22)

Quality is a manifestation of the psychological and qualitative state seen in the advancements and advances achieved by humanity in the present day. It signifies a specific standard of living quality. Quality of life refers to the whole well-being and fulfillment of an individual, encompassing their physical, mental, and social aspects, as well as their moral values and relationships with others. The understanding of quality of life has expanded to encompass other interconnected ideas, including happiness, life satisfaction, well-being, and self-fulfillment. (Sheikhi, 2014, page 71)

The notion of quality of work life emerged as a response to change

and organizational development policies, aiming to alleviate the prevalent tensions and anxieties in the Western world. This is a result of concerns about potential employee layoffs, reduction of social services and benefits, or decrease in salary levels. These organizations prioritize the achievement of job satisfaction, which has a positive impact on employee commitment. Therefore, enhancing the utilization and optimization of human resources performance is a promising strategy for promoting the competitive advantage of business organizations, as mentioned in the previous paragraph. (Al-Rab, 2008, p. 39)

Workplace quality of life is a comprehensive and continuous effort to improve the factors that influence the well-being of employees in both their professional and personal lives. The goal is to support the achievement of the company's strategic objectives and the welfare of its employees, as well as the individuals who interact with the organization. The citation (Al-Maghrabi, 2004, p. 05) refers to a specific source and page number.

Workplace quality of life encompasses satisfactory working conditions, efficient management, and appropriate compensation, including pay, benefits, and bonuses. Enhancing the quality of work life involves providing employees with increased opportunities to influence their job responsibilities and make meaningful contributions to the overall functioning of the company, thereby empowering them and recognizing their value.

Myers highlights that the caliber of a career is evident in the actions undertaken by management through a range of managerial operations to enhance organizational efficiency and boost the professional contentment of employees. Open parenthesis(Mayers, 1992, p. 132)

Similarly, Lewis, Goodman, and Vandt define it as the collection of actions undertaken by businesses to enhance the well-being of employees during work, resulting in improved organizational productivity. The reference used is (Lewis, al, 1995, P372).

Al-Balbisi refers to the set of policies, procedures, and processes that an organization implements to enhance the well-being of its employees. This encompasses both their professional and personal lives, ultimately leading to improved overall organizational and individual performance. By attaining these objectives, the organization guarantees the perpetuation of its triumph and fortifies its resilience against many difficulties and disasters. (Al-Balbisi, 2012, page 07)

5.1 .Dimensions of the quality of working life :

5.1.1 . Physical and moral working environment conditions:

The physical work environment refers to the current weather conditions within the company where an individual works, including factors such as noise, lighting, heat, and work pressure. These variables can affect the health, safety, and productivity of the resources present.

5.1.2 . moral work environment:

The psychosocial work environment, particularly the ethical aspect, is a significant factor. It includes the social climate, its characteristics, social values, interactions among workers, and organizational conflicts. This environment plays a pivotal role in shaping the psychological well-being of all individuals employed within the organization, thereby influencing their productivity (Abdul Rahman Hagan, 1998, p. 102).

5.1.3 . Characteristics of the job:

(Hackman and Oldham, 1975, p77) identified five key aspects of work that significantly influence job satisfaction and performance: autonomy, clarity of job tasks, significance, variety of job abilities, and rejuvenation. Autonomy allows workers to fully understand the requirements of their job. Clarity is crucial for task completion and achieving desired outcomes. The job's significance affects both the employee and others, while the variety of job skills encompasses a diverse set of abilities.

5.1.4 . Compensation and incentives:

Most studies have substantiated the influence of wages and incentives on individual productivity, addressing physiological, security, and social demands. Taylor and Hersberg's experiments demonstrate that material incentives can prevent dissatisfaction and promote satisfaction while inhibiting dissatisfaction from becoming a motivating factor. (Harem,2004, p. 58)

5.1.5 . The Working Group and its Cohesion:

Enhancing the working group's coherence directly enhances the team's effectiveness, as this cohesion is seen as a pivotal factor. In cohesive groups, group identity and healthy interpersonal interactions are evident, and values serve as the foundation for the interaction among team members. Individuals belonging to such groups possess significant expertise in addressing business difficulties and demonstrate a greater capacity for evaluation than members of less cohesive teams. Furthermore, individuals in these groups exhibit elevated levels of job satisfaction while demonstrating reduced stress levels, absence, and job turnover. Typically, a unified team forms through increased cooperation, prioritizing its members, and displaying enhanced efficacy.

5.1.6 . The President's Supervisory Style (Leadership):

Leadership is the exertion of influence on others to guide and motivate them toward attaining group and organizational objectives. It is the process of guiding and influencing the behavior of others in order to steer them in a particular direction to reach desired goals. (Allawi, 2017, p. 131)

The significance of leadership is apparent in its capacity to exert influence, inspire enthusiasm, and possess expertise, as well as its aptitude for adapting to continuous advances and changes. Leadership fosters excitement and inspires employees, guiding them toward attaining desired objectives. Furthermore, leadership plays a crucial role in appreciating and endorsing constructive conduct, opposing and countering detrimental conduct, settling disagreements, and providing instruction to individuals. (Al-Arabiya, 2013, p. 12)

5.1.7. Participation in decision-making

The decision-making process is a collaborative endeavor involving individuals' collective input inside an organization, encompassing their opinions, ideas, conversations, and assessments. As described by Keith and Gerling, management engagement refers to a management approach that involves employees' active and structured involvement in decision-making processes about the organization's policies, tasks, and problems. This participatory pattern necessitates the presence of two essential prerequisites (Al-Rifai, 2009, p. 14): Fosters a strong sense of trust among employees inside the firm, instills confidence in managers and employees, and Promotes a deep belief in participatory leadership and collaborative decision-making.

6. Methodological Procedures:

6.1 Study location and timeframe:

The field study occurred at the Algerian Directorate of Water for the Wilayat of Naama. This organization is responsible for implementing public water services to ensure an ample water supply for citizens. Their tasks include managing and maintaining equipment for producing, treating, transporting, storing, and distributing drinking and potable water. The investigation commenced in early December and concluded in February 2024.

6.2. Study Method:

As described by Ikhlal Mohammed Abdul Hafeez and Mustafa Hussein Bahi, the study method, a rigorous and scientific approach, focuses on gathering precise and scientific descriptions of the phenomenon being studied. It involves describing and interpreting the current situation, identifying standard practices, and understanding individuals' and groups' opinions, beliefs, attitudes, and methods of growth and development (Ikhlal, Bahi, 2002, p. 83). This method ensures the reliability and validity of our findings.

Based on the information provided, our study utilized the descriptive technique, a method chosen for its ability to provide an

accurate and detailed description of social and natural events. This approach was deemed appropriate for our study as it allowed us to present the data without any interpretation or analysis, thereby ensuring the objectivity of our findings.

6.3. Data Collection Tools:

Forms, a fair and open instrument for gathering data, are particularly useful for information that is challenging to obtain through direct observation. They grant the respondent the freedom to respond without any constraints, ensuring the authenticity of the data. We administered a questionnaire based on the five-point Likert scale derived from a doctoral thesis titled "Quality of work life and its influence on the development of Organizational Culture" by Benkhaled Abdelkrim (2016-2017).

The research form was broken into three distinct sections as outlined below:

Part 1: This section comprises the personal information of the individuals in the sample, encompassing their gender, age, educational attainment, professional background, and occupation.

Part II: This section details the quality of the career opportunities within the institution being examined. It is divided into 6 dimensions, each of which provides a specific aspect of the career opportunities: the work environment, the position's features, salary and bonuses, the working group, the President's supervisory approach, and the participation in decisions. Each dimension is further elaborated in the following paragraphs:

- Work environment consists of 13 questions.
- The job characteristics questionnaire consists of six questions.
- The wages and bonuses section consists of 6 questions.
- Working Group consists of 6 questions.
- The President's Style of Supervision comprises six questions.
- Participation in decisions comprises six questions.

6.4. Study population: The questionnaire was issued to 70 employees out of 49 questionnaires.

6.4.1. Characteristics of the study sample

6.4.2.1 Gender:

Table 1. presents the distribution of sample members according to their gender.

Category	Frequer	Percentage
Male	31	63.3%
Female	18	36.7%
Total	49	100%

The table indicates that the male category achieved the most significant proportion of 63.3%, while the female category reached 36.7%. This explains the predominant presence of males in the institution being studied.

6.4.2.2 Age:

Table 2 . displays the distribution of sample members according to their age.

Category	Frequency	Percentage
Less than 30years old	9	18.4%
From 31 to 40 years	19	38.8%
41 to 50years old	9	18.4%
More than 50years	12	24.5%
Total	49	100%

The data in the table indicate that the group of employees aged 31-40 has the highest percentage, at 38.8%, followed by employees aged over 50, at 24.5%. The percentage of employees aged under 30 is equal to the percentage of employees aged 41-50.

6.4.2.3 Scientific level :

Table 3. displays the distribution of sample members according to their scientific level.

Category	Frequency	Percentage
Secondary	17	34.7%
University level	14	28.6%
Further studies	18	36.7%
Total	49	100%

The data presented in the table indicates that the group of employees with additional educational qualifications, such as institutes or vocational training, has the highest percentage at 36.7%. This is followed by employees with a secondary level of education at 34.7% and employees with a university level of education at 28.6%.

6.4.2.4 Experience years:

Table 4. presents the distribution of sample participants according to their years of

Category	Frequency	Percentage
Less than five years	9	18.4%
Between the ages of 6 and 10	19	38.8%
Between the ages of 11 and 20	9	18.4%
Over two decades in total.	12	24.5%
Total	49	100%

Based on the provided table, it is evident that the employees with a tenure of 6 to 10 years constitute the highest percentage, estimated at 38.8%. This is followed by employees over 20 years, accounting for 24.5% of the total. The percentage of employees with less than 5 years tenure is equal to that of employees with a tenure of 11 to 20 years.

6.4.2.5 occupation:

Table 5. presents the distribution of sample members according to their occupation.

Category	Frequency	Percentage
higher cader	11	22.4%
controller	14	28.6%
executor	24	49%
Total	49	100%

The distribution of employment characteristics is seen in the above table, with the largest share of executors (49%) and controllers (28.6% and 22.4% higher cader.

6.5. Psychometric procedures for the research questionnaire:

1.1.4. Testing the study tool's stability: We compute Cronbach's alpha stability coefficient and use the validity coefficient, the square root of the stability coefficient, to evaluate the study tool.

Table 6. The reliability of the study tool is assessed using Cronbach's alpha coefficient.

Dimensions	Paragraphs	Cronbach-Alpha	Validity coefficient
Work environment	13	0.820	.905
Job Characteristics	6	0.717	0.846
Wages and bonuses	6	0.705	.839
Working Group	6	0.722	849.
The President's Style of Supervision	6	0.810	0.9
Participation in decisions	6	0.850	927

The data show that the minimum stability coefficient is 0.705, while the maximum coefficient is 0.860. This implies that the scale exhibits a high level of stability. The validity coefficient ranged from 0.839 to 0.927.

This study tool possesses integrity and reliability; we can use this metric in our academic endeavors to measure the quality of life at work.

7. Analysis of study hypotheses:

We will now analyze the hypotheses based on the following tables:

Table 7. shows the percentages and frequency of answers within the first dimension.

Dimension 1: Work Environment		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
- I work in a suitable working environment in terms of humidity.	Frequency	29	20	0	0	0
	Percentage	59.2	40.8	0	0	0
– An environment free from pollution	Frequency	4	27	0	15	3
	Percentage	8.2	55.1	0	30.6	6.1
-I work in a suitable working environment in terms of ventilation.	Frequency	7	28	0	13	1
	Percentage	14.3	57.1	0	26.5	2
-I work in an appropriate environment in terms of lighting.	Frequency	0	47	0	2	0
	Percentage	0	95.9	0	4.1	0
	Frequency	4	39	0	6	0

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-I work in a suitable working environment in terms of thermal adaptation.	Percentage	8.2	79.6	0	12.2	0
-The means of work in this institution are available.	Frequency	21	21	0	7	0
	Percentage	42.9	42.9	0	14.3	0
-The means of work in this institution are healthy and safe.	Frequency	12	37	0	0	0
	Percentage	24.5	75.5	0	0	0
-I work in a business climate characterized by mutual trust between all parties.	Frequency	3	31	1	12	2
	Percentage	6.1	63.3	2	24.5	4.1
-I have the freedom to work in my job.	Frequency	8	35	3	2	1
	Percentage	12.5	54.7	4.7	3.1	1.6
-I have close friendships with my co-workers.	Frequency	7	34	0	8	0
	Percentage	14.3	69.4	0	16.3	0
-I feel psychologically comfortable in this institution.	Frequency	3	38	0	8	0
	Percentage	6.1	77.6	0	16.3	0
-I am satisfied with the achievement I achieve in my work.	Frequency	35	14	0	0	0
	Percentage	71.4	28.6	0	0	0

- I feel the quality of dealing with my co-workers.	Frequency	20	22	0	7	0
	Percentage	40.8	44.9	0	14.3	0

From the above table, it is clear that the results of the first statement, in which it was found that the results of the trend (completely agree) reached the highest percentage of 59.2%, followed by the trend (agree) with 40.8%, which is high. Therefore, the humidity in the work environment is suitable for the performance of its work.

It is clear to us from the above table that Response results in No. 02, in which it was found that the results of the trend (OK) reached the highest percentage of 55.1%, which is high compared to the results of the trend (Disagree), which was estimated at 30.6%, which is a small percentage. Therefore, the work environment is suitable for being free of pollution.

From the above table, it is clear to us that Response results in No. 03 found that the results of the direction (OK) reached the highest percentage of 57.1%, which is high compared to the results of the direction (Disagree), which was estimated at 26.5%, which is a small percentage. Therefore, the work environment is suitable in terms of ventilation.

From the table above, it is clear that the Response results in No. 04, in which the trend (OK) results reached the highest percentage of 95.9%, which is very high compared to other alternatives. Therefore, the lighting in the work environment is suitable for the completion of the job.

From the above table, it is clear that the Response results in No. 05, in which the trend (OK) reached the highest percentage of 79.6%, are high compared to the trend (Disagree), which was estimated at 12.2%, which is a small percentage. Therefore, the work environment is suitable in terms of temperature.

From the above table, it is clear to us that Response results in No. 06, in which the results of the trend (completely agree and agree)

reached the highest percentage of 42.9%, which is high compared to the results of the trend (disagree), which was estimated at 14.3%. This is a small percentage, and therefore, the institution has the means to work.

It is clear from the above table that the Response results in No. 07, in which it was found that the results of the trend (OK) reached the highest percentage of 75.5%, followed by the trend (OK) of 24.5%, are high rates, and therefore, the means of work in this institution are healthy and safe.

From the above table, it is clear to us that Response results in No. 08 found that the results of the trend (OK) reached the highest percentage of 63.3%, which is high compared to the results of the trend (Disagree), which was estimated at 24.5%, which is a small percentage. Therefore, the climate of the institution is characterized by trust between its parties.

From the above table, it is clear that Response results in No. 09, in which the trend (OK) results reached the highest percentage of 54.7%, which is high compared to other alternatives, and therefore, the employee is free to perform his job.

From the above table, it is clear that Response results in No. 10, in which the results of the trend (agree) reached the highest percentage of 69.4%, is high compared to the results of the trend (disagree), which was estimated at 16.3%. This is a small percentage, and therefore, there are intimate friendships between employees.

It is clear to us from the above table that the Response results in No. 11, in which it was found that the results of the trend (agree) reached the highest percentage of 67.6%, which is high compared to the results of the trend (disagree), which was estimated at 16.3%, which is a small percentage, and therefore the employees feel psychological comfort.

From the above table, it is clear that the Response results in No. 12, in which the results of the trend (completely agree) reached the highest percentage of 71.4%, followed by the trend (agree) of 28.6%, which is high. Therefore, the employees feel job satisfaction.

It is clear from the above table that the Response results in No. 13, in which it was found that the results of the trend (OK) reached the highest percentage of 44.9%, followed by the trend (entirely OK) by 40.8%, are high rates. Therefore, the interaction between individuals is characterized by high quality.

Table 8. shows the percentages and repetitions of answers within the second dimension

Dimension 2: Function Characteristics		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
The tasks of my job and the dimensions of my job are important.	Frequency	10	37	2	0	0
	Percentage	20.4	75.5	4.1	0	0
I feel responsible for everything I do.	Frequency	11	34	4	0	0
	Percentage	22.4	69.4	8.2	0	0
I have the skills to do my job.	Frequency	20	27	2	0	0
	Percentage	40.8	55.1	4.1	0	0
I have the discretion to decide everything in my job.	Frequency	11	14	24	0	0
	Percentage	22.4	28.6	49	0	0
The volume of work in my job is appropriate.	Frequency	1	47	0	1	0
	Percentage	2	95.9	0	2	0
My work assignments are challenging and fun.	Frequency	0	36	9	4	0
	Percentage	0	73.5	18.4	8.2	0

It is clear to us from the above table that of the first Response results, in which it was found that the results of the trend (OK) reached the highest percentage by 75.5%, followed by the trend (fully OK) by 20.4%, which is high, and therefore the employees believe that their tasks are important.

It is clear to us from the above table that the Response results No. 02, in which it was found that the results of the trend (OK) reached the highest percentage of 69.4%, followed by the trend (fully OK) at 22.4%, which is high and therefore the employees feel responsible.

It is clear to us from the above table that the Response results No. 03, in which it was found that the results of the trend (OK) reached the highest percentage by 55.1%, followed by the trend (fully OK) by

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40.8%, which is high, and therefore the employees feel that they have the skills to perform their work.

It is clear to us from the above table that the Response results No. 04, in which it was found that the results of the trend (neutral) reached the highest percentage of 49%, which is very high compared to the trend (OK), which was estimated at 28.6%.

It is clear to us from the above table that the Response results No. 05, in which it was found that the results of the trend (OK) reached the highest percentage of 95%, which is high, and therefore the hourly volume is appropriate.

It is clear to us from the above table that the Response results No. 06, in which it was found that the results of the trend (OK) reached the highest percentage of 73.5%, which is a high percentage, and therefore the employees see that their work tasks are characterized by challenge and pleasure.

Table 9. shows the percentages and repetitions of answers within the third dimension

Dimension 3: Wages and bonuses		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I am completely happy with the income I get from my work.	Frequency	0	42	2	5	0
	Percentage	0	85.7	4.1	2.10	0
My pay depends on how much I accomplish at work.	Frequency	0	38	4	7	0
	Percentage	0	77.6	8.2	14.3	0
I fully understand the pay and remuneration system in my organization.	Frequency	8	22	8	11	0
	Percentage	16.3	44.9	16.3	22.4	0
My pay is fair given what my colleagues are getting.	Frequency	11	22	7	9	0
	Percentage	22.4	44.9	14.3	18.4	0
My pay is fair given my skills and effort.	Frequency	10	24	8	7	0
	Percentage	20.4	49	16.3	14.3	0
My individual performance determines how much I am paid and my reward	Frequency	9	25	7	8	0
	Percentage	18.4	51	14.3	16.3	0

The table provided shows that the first response yielded a significantly higher percentage of agreement (85.7%) than disagreement (10.2%). This indicates a strong trend towards agreement and suggests that the income is appropriate.

The table above clearly indicates that response result No. 02 yielded a significantly higher percentage of 77.6% for the "OK" trend, compared to a relatively small percentage of 14.3% for the "Disagree" trend. This suggests that the wage given to employees is contingent upon their level of performance.

The table indicates that response result No. 03 had the highest percentage of agreement, reaching 44.9%, compared to the lower percentage of disagreement, estimated at 22.4%. This suggests that many employees are aware of the wage system.

From the table provided, it is evident that Response results in No. 04 yielded the most significant percentage, 44.9%, for the trend findings, which is significantly higher than the other options.

The data provided show that response result No. 05 yielded a significantly higher percentage of agreement (49%) than disagreement (14.3%).

Based on the table provided, Statement No. 06 yielded a trend outcome (OK) with the greatest proportion of 51%, indicating a significant level of success

Table 10. shows the percentages and repetitions of answers within the fourth dimension

The fourth dimension: a group to work		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I feel like an important part of my work group.	Frequency	0	34	0	15	0
	Percentage	0	69.4	0	30.6	0
My team members express their opinion freely.	Frequency	0	23	7	19	0
	Percentage	0	46.9	14.3	38.8	0
Each member of my team has a full	Frequency	0	39	5	5	0
	Percentage	0	79.6	2.10	2.10	0

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understanding of the business objectives.						
Team members freely share their feelings.	Frequency	2	47	0	0	0
	Percentage	4.1	95.9	0	0	0
Team members are involved in decisions that matter to them.	Frequency	0	39	5	5	0
	Percentage	0	79.6	2.10	2.10	0
My team members have different and complementary experiences.	Frequency	0	40	1	8	0
	Percentage	0	81.6	2	16.3	0

The table clearly indicates that the first Response results show a significantly higher percentage (69.4%) of agreement compared to a lower percentage (30.6%) of disagreement. This suggests that the employees perceive themselves as important contributors to the work group.

The table indicates that Response Results No. 02 yielded a significantly higher percentage of agreement (46.9%) than disagreement (38.8%). This suggests that the majority of employees feel comfortable expressing their opinions.

The table indicates that Response Results No. 03 yielded a significantly higher percentage of agreement (79.6%) than disagreement (10.2%). This suggests a strong understanding of the work's objectives.

Based on the chart provided, Response Results No. 04 yielded the highest percentage of agreement, reaching 95.9%. This proportion is significantly higher than the other options, indicating that team members feel comfortable expressing their thoughts openly.

The table provided shows that Response Results No. 05 yielded a significantly higher percentage of agreement (79.6%) compared to disagreement (10.2%).

The table clearly indicates that Response results in No. 06 yielded the highest percentage, 81.6%, for the combined results of "completely agree" and "agree," which is significantly higher compared to the 16.3% for the "disagree" category, indicating a small percentage. Consequently, the work team possesses diverse experiences.

Table 11. shows the percentages and repetitions of answers within the fifth dimension

Fifth Dimension: The President's Style of Supervision		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
My boss encourages me to participate in decision-making.	Frequency	10	15	24	0	0
	Percentage	20.	30.6	49	0	0
My boss has a great ability to plan ahead for work.	Frequency	0	37	10	2	0
	Percentage	0	75.5	20.4	4.1	0
The boss gives complete information to his subordinates.	Frequency	49	0	0	0	0
	Percentage	100	0	0	0	0
Our president treats us fairly and equitably.	Frequency	49	0	0	0	0
	Percentage	100	0	0	0	0
Our boss shows us the business goals motivationally.	Frequency	0	41	6	2	0
	Percentage	0	83.7	12.2	4.1	0
Our boss is highly motivated by his subordinates to make the best effort possible.	Frequency	0	30	14	5	0
	Percentage	0	61.2	28.6	2.10	0

It is clear to us from the above table that the results of the first statement in which it was found that the results of the trend (neutral) reached the highest percentage of 49%, which is high, followed by the trend (agree) with 30.6%, which is average.

It is clear to us from the above table that the results of Statement No. 02, in which it was found that the results of the trend (OK) reached the highest percentage of 75.5%, which is high compared to the results

of the trend (Disagree), which was estimated at 4.1%, which is a small percentage, and therefore the president has the ability to plan ahead of time for work.

It is clear to us from the above table that the results of Statement No. 03, in which it was found that the results of the trend (completely agree) reached the highest percentage by 100%, which is very high, and therefore the president shares information with his subordinates.

It is clear to us from the above table that the results of statement No. 04, in which it was found that the results of the trend (completely agree) reached the highest percentage by 100%, which is a high percentage, and therefore the president is characterized by fairness in his transactions. It is clear to us from the above table that the results of Statement No. 05, in which it was found that the results of the trend (agree) reached the highest percentage of 83.7%, which is high compared to the results of the trend (disagree), which was estimated at 4.1%, and therefore the President is clarifying the objectives in a stimulating manner.

It is clear to us from the above table that the results of Statement No. 06, in which it was found that the results of the trend (agree) reached the highest percentage of 61.2%, which is high compared to the results of the trend (disagree), which was estimated at 10.2%, and therefore the president has a high ability to encourage and motivate his subordinates.

Table 12. shows the percentages and repetitions of answers within sixth dimension

Dimension 6: Participation in Decisions		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I have the ability to influence decisions that affect my work.	Frequency	11	14	24	0	0
	Percentage	22.4	28.6	49	0	0
I can share my opinion in solving my work problems.	Frequency	4	30	12	3	0
	Percentage	8.2	61.2	24.5	6.1	0
I get full information about my business goals.	Frequency	0	37	8	4	0
	Percentage	0	75.5	16.3	8.2	0
I get appropriate information about my work achievement.	Frequency	0	41	6	2	0
	Percentage	0	83.7	12.2	4.1	0
Enjoy collaboration and sharing with co-workers.	Frequency	0	42	3	4	0
	Percentage	0	85.7	6.1	8.2	0
I have an appropriate amount of freedom to do my job.	Frequency	0	41	6	2	0
	Percentage	0	83.7	12.2	4.1	0

It is clear from the above table that the results of the first response, in which the results of the trend (neutral) reached the highest percentage of 49%, which is high, followed by the trend (agree) with 30.6%, which is average.

It is clear from the above table that the results of Response results No. 02, in which the results of the trend (OK) reached the highest percentage of 75.5%, are high compared to the results of the trend (Disagree), which were estimated at 4.1%. This is a small percentage; therefore, the President can plan ahead of time for work.

From the above table, it is clear that the results of Response results No. 03, in which it was found that the results of the trend (completely agree) reached the highest percentage by 100%, which is very high, and therefore, the President shares information with his subordinates.

It is clear to us from the above table that the results of response results No. 04, in which it was found that the results of the trend (agree) reached the highest percentage by 100%, which is a high percentage, and therefore, the President is characterized by fairness in his transactions. It is clear to us from the above table that the results of response results No. 05, in which it was found that the results of the trend (agree) reached the highest percentage of 83.7%, which is high compared to the results of the trend (disagree), which was estimated at 4.1%, and therefore the President is clarifying the objectives in a stimulating manner.

The above table clearly shows that the results of response No. 06 found that the results of the trend (agree) reached the highest percentage of 61.2%, which is high compared to the results of the trend (disagree), which was estimated at 10.2%. Therefore, the President has a high ability to encourage and motivate his subordinates.

Conclusion:

This study started with the aim of revealing the level of quality of life at work in Economic companies from the point of view of the workers of the Algerian Directorate of Water for the Wilaya of Namaa, and through the results reached, we found that

- There are suitable working environment conditions for Algerian water workers in the wilaya of Namaa
- There is a high awareness of the functional characteristics of Algerian water workers in the wilaya of Namaa.
- There is high satisfaction with the wages and bonuses of the Algerian workers for water in the Wilaya of Namaa.
- There is complete harmony within the Algerian Directorate of Water working groups for the Wilaya of Namaa.
- There is appropriate supervision by the President in the Algerian Directorate of Water for the Wilaya of Namaa.
- There is complete satisfaction on the part of the workers who participate in decision-making among the Algerian workers for water in the Wilaya of Namaa.

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