

Professional pressures and their relation to Job Satisfaction among the employees of the Faculty of Human and Social Sciences at University of Bordj Bou Arreridj

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Received:31/10/2023

Accepted :06/01/2024

Published:30/06/2024

Abstract :

The present study aims to reveal the level of professional pressures and job satisfaction among the employees of the Faculty of Social Sciences and Humanities at Mohamed El Bachir El Ibrahimi University of Bordj Bou Arreridj. The study followed the descriptive approach because it is the most appropriate for the current investigation. The occupational stress scale developed from the Awad Bashar Al-Arabi scale (2010) and the job satisfaction scale derived from the Maqbool scale (2005) were also used as basic data collection techniques in the study. The study sample consisted of 33 administrative employees, and after verifying their psychometric characteristics and their suitability to apply to the study sample theoretically. After examining the theoretical frameworks and previous studies, and processing the data statistically, the field study indicated that there is a correlation between occupational stress and job satisfaction among employees of the Faculty of Social Sciences and Humanities at Mohamed El Bachir EL Ibrahimi University of Bordj Bou Arreridj. Moreover, the level of occupational stress among personnel of the Faculty of Social Sciences and Humanities at Mohamed El Bachir EL Ibrahimi University of Bordj Bou Arreridj was determined to be medium. Furthermore, employees of the Faculty of Social Sciences and Humanities at Mohamed El Bachir EL Ibrahimi University of Bordj Bou Arreridj are dissatisfied with their jobs.

Keywords: Professional pressures; Job satisfaction; Employee.

JEL Classification Codes: (obligatory).

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1. Introduction

Paying attention to human wealth has become an unavoidable necessity for the evolution and advancement of modern societies, as each community wants to direct its human resources in the best possible direction, and to spend its children's energies in the best possible investment. Each society seeks to distinguish from its employees those who have special and ingenious qualities that appear in their professional performances and help them develop self-confidence in a better way, by providing opportunities for the employee to realize himself. So, the trend has become to study the factors that enhance its development or the obstacles to its realization. The economic, media, or social institutions, etc., all seek to provide services that achieve a higher level of community growth.

In the same context, Job Satisfaction is of great importance for individuals and organizations. The enterprise can preserve the human expertise and competencies it has on the one hand, and achieve positive conditions for production and productivity on the other hand. The enterprise also prevents professional pressure on its employee as a main goal.

Through this study, we are trying to detect the level of professional pressures on the employee at the university, as well as looking for the level of Job Satisfaction and whether there is a relationship between them that contributes to preventing pressure and its characteristics in the university space.

1.1. The problematic of the study

Many studies dealt with the concept of "**stress**". Before 1980, (120,000) studies were published in various scientific and social disciplines, which made the use of this concept one of the things commonly used even by ordinary people (public). Silly is considered the first who used this concept and his laboratory studies led to defining it in 1955 as the non-specific response that the body issues to any request that is asked from him (Belmihoub, 2013, p. 32).

Professional Stress is a phenomenon that deserves attention because of its danger and impact on many aspects of the life of the individual and society. It has high costs on institutions as a result of psychological and social problems, especially mental disorders and physical diseases that hinder work and productivity alike.

Considering that the human element is the real capital of all institutions and organizations because it is responsible for the production and provision of services, the worker is an important element for the establishment of this institution, if we do not say the most important one. He faces several permanent situations and conditions that may exceed his physical, psychological, and mental energy, as it is difficult for him to coexist and adapt to it by his personal means constantly. As these situations and circumstances would generate pressure on the worker, scientific studies and research focused on studying the causes of the phenomenon and researching its dimensions and how to prevent it and address it with effective long-term strategies.

So, researchers tried to divide stress into types, according to certain classification criteria. Classification based on its effects is the most common criterion, as stress is classified into two types, which are positive and negative pressures.

Hans Selye (Syle) distinguished between positive pressure, which is a stimulus that pushes the individual towards better performance and helps him to create and develop self-confidence, and the negative type, which represents the destructive image of pressure, and leads to dysfunction in the organism's adaptation. It affects his physical and psychological condition. This leads to an imbalance in the response, whether cognitive or psychological, which leads to poor performance (Obeid, 2008, p. 48). Despite the multiplicity of sources of these pressures, they leave negative effects on the individual unless he is equipped with self-supportive coping methods or he receives initial social support, but if the pressure coincides with internal disability due to permanent exhaustion and

worsening distress, the working individual will respond to the stressful situations with a decline in performance, a low level of Job Satisfaction, and a decrease in motivation for achievement.

Social or institutional support means the individual's feeling that he is a loving, socially acceptable, and desired person and that he belongs to a social support network that provides him with the necessary and required material and emotional support when needed, through which he satisfies his physical and psychological needs and makes him a more adapted person and able to face his physical and social problems. (Ait Hammouda, Tibi, and Ait Hammouda, 2018, p. 28). So the employee's Job Satisfaction is an indicator of the success of the organization because it guarantees him psychological comfort, a sense of security and stability, and professional self-fulfillment, as it is positively reflected in the organization and this is evident in the employee's attendance to work, his non-absence and the performance of his duties with ease (Belmoqaddam, Bouras, and Damash, 2016, p. 29).

Al-Atbi's study (2013) showed that Job Satisfaction had a role in building and developing management in general and expanding its fields in the modern era. Public basic services and everything related to that, as the provision of public services to all workers in educational institutions in general and to faculty members in universities in particular, undoubtedly leads to other efforts to improve the effectiveness of education in universities (Al-Atbi, 2013, p. 135), as indicated by Smiley's study and Ben Amara (2015) that the higher the level of Professional Stress among workers, the lower their level of Job Satisfaction, and they may become vulnerable to psychological crises that impede the positive functioning of the institution and professional performance. From this standpoint, we ask the following questions:

1.2. The main question

- Is there a correlation between Professional Stress and Job Satisfaction among the employees of the Faculty of Human and Social Sciences at Mohamed El-Bachir El Ibrahimi University of Bordj Bou Arreridj?

Sub-questions:

- What is the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj?

- What is the level of Job Satisfaction among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj?

- Are there statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the variable of the gender (male, female)?

- Are there statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the variable of marital status (married - unmarried)?

- Are there statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the variable of professional experience (less than 5 years - more than 5 years)?

1.3. Study Hypotheses

The main hypotheses are:

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- There is a correlation between Professional Stress and Job Satisfaction among employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj.

Sub-hypotheses:

- The level of Professional Stress among the employees of the Faculty of Human and Social Sciences at Mohamed El Bachir El Ibrahimi University of Bordj Bou Arreridj, medium.

- The level of Job Satisfaction among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj is medium.

- There are statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the variable of the gender (male, female).

- There are no statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the professional experience variable (less than 5 years - more than 5 years).

- There are statistically significant differences in the level of Professional Stress among employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the variable of marital status (married - unmarried).

1.4. The importance of the study

The importance of the study lies in: its focus on the reality of the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, clarifying its negative aspects and identifying the requirements of a positive professional atmosphere.

- Highlighting the reality of the relationship between Professional Stress and Job Satisfaction among the employees of the Faculty of Human and Social Sciences.

- The importance of the study stems from diagnosing and analyzing the factors leading to high Professional Stress and its levels among various working groups such as women, men, administrative professors, as well as administrative workers.

1.5. Study Objectives

- The current study aimed to reveal the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj.

- Detecting the relationship between the level of Professional Stress and the level of Job Satisfaction among the employees of the Faculty of Human and Social Sciences at Mohamed El Bachir El Ibrahimi University of Bordj Bou Arreridj.

- Identifying the significance of the differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj according to the variables (gender, marital status, and years of experience).

1.6. Determine the basic concepts of the study

1.6.1 Professional Stress

Stress is defined as “a state of being affected by the emotional aspects of the individual and his thinking process, and this condition negatively affects the individuals’ thinking, their behavior, and their state of health” (Ahmed, 2007, p. 22).

1.6.2 Job Satisfaction

Job Satisfaction is defined as: “The feelings and attitudes of the individual towards his work (his job), where satisfaction leads to the individual feeling happy, and dissatisfaction leads to a decrease in the desire to work” (Al-Otaibi, 2013, p. 133).

1.6.3. The employee: He is the worker who performs a set of tasks related to his job, limited at a specific time and in a specific place agreed upon according to the job law.

1.7. Previous studies

1.7.1. Study of Smiley and Ben Amara (2015): Entitled Professional Stress and its Relationship to Job Satisfaction among School and Vocational Guidance and Counseling Consultants Working in Secondary Education Institutions - A field study in the provinces of Setif and Mila. It aimed at identifying the relationship between the level of Professional Stress and Job Satisfaction and was conducted on a study community consisting of 120 counselors working in higher education institutions in the provinces of Setif and Mila. The study relied on the questionnaire as a main tool for data collection. It consisted of two parts: the Professional Stress form consisting of 11 statements, and the Job Satisfaction form consisting of 10 statements, and it was subjected to rationing procedures in terms of stability and honesty. The data were processed using the mean, standard deviation, and Pearson correlation coefficient. I reached the following results:

- The presence of a high level of professional pressure among school and vocational guidance counselors, especially in the axis of poor financial return. The level of Job Satisfaction is average.
- There is an inverse correlation between Professional Stress and Job Satisfaction.

1.7.2. Study of Belmokadem, Bouras, and Daamach (2016): Entitled Professional Stress and its Relationship to Job Satisfaction among a Sample of Intermediate Education Teachers in Laghouat City, aimed to find out whether there is a correlation between Professional Stress and Job Satisfaction among intermediate education teachers, in addition to knowing the level of Each of the Professional pressures and Job Satisfaction and whether there are differences between the sexes in this, and it followed the descriptive approach and relied on two measures to collect data, the first is related to Professional pressures and the second is Job Satisfaction, according to a community of 750 professors, from which a sample of 100 male and female teachers was chosen, and applied It contains statistical methods: percentage, arithmetic mean, variance, Pearson correlation coefficient to study the relationship between the two variables, t-test to calculate the differences between the means. The study reached the following results:

- There is a weak inverse correlation between Professional Stress and Job Satisfaction among professors.
- The level of Professional Stress among professors is high, and the level of Job Satisfaction is medium.
- There are no differences between the sexes in the level of Professional Stress and Job Satisfaction.

1.7 3. Study of Belwadeh and Diaf (2018): Entitled Professional Stress and its relationship to Job Satisfaction among workers under the fixed-term contract system. A field study at the public institution of neighborhood health in Bou Saada, aimed at knowing the relationship between stress

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and Job Satisfaction, using the descriptive correlation approach. In which a questionnaire divided into two axes: (the axis of Professional Stress consisted of 26 items, and the axis of Job Satisfaction consisted of 14 items), was applied to a community consisting of all workers at the Public Health Institution in Bou Saada working under the fixed-term contract system, whose number was estimated at 40 workers, from which a sample was taken. Simple randomization of 20 factors, in which Pearson correlation coefficient, arithmetic mean, Spearman and Brown equation, and Cronbach's alpha coefficient were used. The study reached the following results:

- The existence of an inverse correlation between Professional Stress and Job Satisfaction among workers under the fixed-term contracts system at the Public Health Corporation in Bou Saada.
- There is a correlation between each of the dimensions of Professional Stress (pressures of private life events, human relations at work, fear of losing a job) and the level of Job Satisfaction.

1.7.4. A study by Menasria and Laarit (2018): Entitled The Level of Professional Stress among Secondary Education Teachers A field study in the province of Guelma, aimed at identifying the level of Professional Stress among secondary education teachers at the Hadi Mahmoud Foundation in Tamlouka, in the province of Guelma and knowing the differences in some demographic variables. The sample of the study included 32 professors who were selected using the simple random sample method from a community of 54 male and female professors. The Professional Stress Scale, which was built on the scale prepared by Askar and others, was applied to them. The chi-square test, Pearson's correlation coefficient, percentages, and the raw score were used to determine the level and process the data. statistically. Accordingly, the study reached the following results:

- The level of Professional Stress among the study sample is medium.
- There are no statistically significant differences in the level of Professional Stress due to the variables: gender, marital status, and professional experience.

1.7.5. The study of Osweb and Nouira (2020): Entitled Professional Stress and its Relationship to Job Satisfaction among Faculty Members, University of Benghazi, "Survey Study on the College of Education, Benghazi", aimed at knowing the relationship between Professional Stress and the level of both Professional Stress and Job Satisfaction, and followed The researchers used the descriptive approach, and the study population included all the faculty members, who numbered 53 members. To achieve the objectives of the study, the researchers prepared a Professional Stress questionnaire whose psychometric characteristics were verified. The Job Satisfaction scale was also adopted (Abu Mustafa, Al-Ashqar 2011), which is a measure that enjoys honesty and consistency; the study reached the following results:

- There is a significant negative correlation between each of the total score of the Professional Stress Scale and Job Satisfaction.
- The level of Professional Stress is average, and Job Satisfaction is above average among faculty members.
- The level of satisfaction among the male sample is higher than the level of satisfaction among the females. And that the age group (more than 50 years) level of satisfaction exceeds the level of satisfaction of other age groups. And that those with scientific degrees (associate professor and assistant professor) have a level of satisfaction that is higher than the level of satisfaction of other academic degrees. Also, those with years of experience (less than 5 years and between 5-10 years) have a level of satisfaction that exceeds the level of satisfaction of other groups. And that the level of satisfaction of professors in applied sciences exceeds the level of satisfaction with professors in humanities.

1.7.6. Qurein Study (2020): Entitled The Relationship of Professional Pressures with Job Satisfaction among Football Coaches A field study on football coaches in the province of Jijel, aimed at knowing the relationship between each professional pressures and Job Satisfaction among football coaches, and relied on the method Descriptive, in which the researcher used the comprehensive survey method because the community was small, with a number of 33 coaches, and two tools were applied to it: a measure of the causes of pressure on the sports coach prepared by Mohammad Hassan Allawi, and a questionnaire on Job Satisfaction among football coaches that was prepared based on the researcher's questionnaire Karbi'a Muhammad Their validity and reliability were confirmed. For statistical treatment, the researcher used the frequency distribution, percentage, Pearson correlation coefficient, k-square, arithmetic mean, and standard deviation. The study reached the following results:

- There are many factors and causes of Professional Stress that affect football coaches to varying degrees.
- Senior football coaches in the province of Jijel are moderately satisfied with their careers.
- There is a statistically significant difference in Professional Stress and Job Satisfaction among football coaches.
- There is a statistically significant inverse correlation between Professional Stress and Job Satisfaction.

By reviewing some previous research and studies, it is clear that there is an increasing interest of researchers and specialists in studying the levels of Professional Stress and Job Satisfaction, the most important demographic variables related to them, and the emerging problems and mutual influences. Most of the studies relied on the descriptive approach in general, including the exploratory and comparative descriptive approach in explaining the psychological phenomena of the studied variables, so it was relied upon in the current study as a tool for data collection, in addition to that most studies

used measures that study Professional pressures and others that look at Job Satisfaction and its dimensions.

The current study agreed with the cross-sectional studies in that it aims to measure the level of Professional Stress, Job Satisfaction and relationship while among workers in different work environments (educational and educational institutions, higher education sector, youth and sports sector). As for the research stages adopted by these studies, they were distributed according to the nature of each study and according to the field of the study sample.

In the same context, most of the previous studies indicate that there is a correlation between psychological stress and Job Satisfaction. As for measuring the level of Professional Stress among the study sample, it stopped (Belmoghaddam, Bouras and Damash (2016), Smiley and Ben Amara (2015) study on the high level of Professional Stress. The average level is related to each of (the study of Asweb and Noura (2020), the study of Manasiriyah and Larait (2018), and most of the studies indicated the average level of Job Satisfaction among the study sample.

Some previous studies also found statistically significant differences in some demographic variables relevant to the current study, especially (Qurain's study (2020), Asweb and Noura's study (2020), Smiley's and Ibn Amara's study (2015))

While there were no such differences in the study of Belmoghaddam, Bouras, and Damash (2016) only, it reached to validate some of the differences. No other assumptions were fulfilled.

In the light of these differences in the results of previous studies, the current study dealt with revealing the level of Professional Stress and its relationship to Job Satisfaction among the employees

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of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj and knowing the differences in some democratic variables whose results differed in the cross-sectional studies.

1.8. Professional pressures

1.8.1. The concept of Professional pressure

Lazarus and Folkman define stress as the turbulent and abnormal relationship between the individual and the environment, where the individual assesses his environment and its demands as exhausting, exceeding his abilities and capabilities, and threatening his safety and happiness.

In another definition, Lazarus believes that stress is neither the stimulus nor the response, but rather the interaction between them at the time of the individual's awareness of the threat, and therefore the same event may be stressful for one individual and not for another. The work environment is one of the most important sources of psychological stress for the individual, but it should be emphasized first that work is an essential element for maintaining the health of individuals, as studies show in general that individuals who work are better than individuals who do not have work, as work contributes to the development of the individual's personality and gives it meaning. However, the work environment can negatively affect the worker's health (Daw and Mishri, 2021, p. 46).

Accordingly, the National Association for Professional Health and Safety in the United States of America defines Professional Stress as "representing painful emotional and physical responses that occur when job requirements are not appropriate to the employee's needs, abilities, and energies." According to the National Institute for Research and Safety for the Prevention of Work Accidents and Professional Diseases, Professional pressures "arise when there is an imbalance between a person's perception of the restrictions imposed on him by the environment and his perception of the special resources he has to face the situation" (Hajj Ali and Ben Abbou, 2020, p. 11)

Professional Stress is also defined as "expressing all patterns of emotional behavior that indicate the attainment of a state of physical and psychological stress as an expression of incompatibility with the requirements of work and task completion situations at the level to which the individual is accustomed due to the large number of burdens and tasks, their multiplicity and accumulation." As for Mandler, he defined Professional Stress as "those conditions that are associated with pressure, tension, and intensity resulting from requirements or variables that require a kind of re-alignment in the individual, and pressures result from negative situations and events that exist in the work environment and affect the individual, such as role conflict, job burden." Decision-making problems and these results in some negative psychological and physiological responses in the individual, such as dissatisfaction with work, anxiety, and rapid heartbeat. (Taoulmit and Alioua, 2020, p. 31)

Professional pressures are emotional, psychological and physical responses inferred by cases of psychological and physical stress, which arise from the turbulent relationship between the employee and his work environment. So that there is an imbalance between job requirements, tasks, and burdens, and the employee's capabilities, energies, and needs.

1.8.2. Levels of Professional pressures: Professional pressures are often not seen as negative in all their aspects, as they produce many positives if they are represented in the level of positive pressures, as they give a sense of the ability to accomplish quick and decisive actions and are considered as positive incentives because of their impact Psychological and positive on the health of the individual, and the pressures were divided into three levels: (Amroune, 2018, p. 525)

- **The high level:** It is one of the negative pressures that the employee feels with the accumulation of work on him, and it causes a decrease in his morale, generates confusion in him, and makes him feel of failure and pessimism.

- **The acceptable level:** It is a positive pressure that makes the employee feel pleasure at work and his superior ability to solve problems. It is characterized by giving him a lively and active personality with the ability to think and focus on solving problems.
- **The low level:** It is one of the negative pressures that make the employee feel tired and frustrated and cause him to feel weak, and since he cannot avoid it, he must address it before it occurs, benefit from it and direct it in the right direction, by establishing a kind of balance Between the requirements of life and his actual ability, that is, to know the amount of work that stands at the limits of his knowledge.

1.8.3. Sources of professional pressures: Wallace and Szilagyi showed that professional pressures stem from a number of sources, the most important of which are the following: (Betayeb and Gharbi, 2018, pp. 585-586)

- **Work Conditions:** These include physical work conditions such as workplace equipment and arrangement, location and space, lighting, ventilation, extreme heat, noise, unpleasant odors, pollution... and others, which may lead to an individual feeling unsuitable. Work and its conditions, which leads to increased stress.
- **Role load:** It means that the employee has a workload that is more than his capabilities or the scope allocated for his work, which causes pressure on him, or that the workload is less than his capabilities and energies, which causes him to feel bored and uncomfortable. .
- **Nature of the work:** The intensity of the pressure varies according to the nature of the work. The job requires the incumbent to take important decisions under working conditions of which he is not sure, as well as the job that includes a degree of control and oversight. Doing such jobs often results in a high level of stress.
- **Work relations:** It is represented in bad relations between the employee and his colleagues (such as competition, non-cooperation, withholding information) or between the employee and his subordinates (such as their disobedience to his orders or poor performance), or bad relationship between the employee and his superiors (such as his lack of delegation Insufficient powers or lack of appreciation for his efforts...).
- **Role ambiguity:** It means the lack of clarity of the role that the individual plays within the work, or the lack of clarity of the goals he achieves, when there is no sufficient information that the individual needs in performing his roles in the organization, such as information on the limits of his responsibilities and authority, And information about the policies and rules of the organization..., and as a result, the employee becomes unsure of the requirements of his job, which leads him to confusion and frustration, and then a feeling of pressure (Bin Odeh, 2021, p. 210)
- **Role conflict:** It occurs when the work demands that the employee must perform in accordance with the instructions and directives of the organization and which differ from his basic work or conflict with his personal convictions or which he does not believe are part of his work, such as the conflict between practices and responsibilities that It is issued simultaneously from the direct supervisor, or from multiple directives when the supervisors are more than one person, which makes the employee feel instability, which makes him under constant pressure.

1.9. Job Satisfaction:

1.9.1. The concept of Job Satisfaction:

Many efforts have been made to define a concept of Job Satisfaction, but the researchers did not agree on defining a general concept for it due to the different axes and ideas they dealt with. Therefore, we will present the following concepts:

- **The concept of contentment linguistically:** Contentment is defined as “against discontent, and his contentment he saw as welcome and contentment with him, that is, he loved him and

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accepted him. (Marmat, 2017, p. 179) and interacts with it through his job ambition, and his desire to advance to achieve his social goals ". (Sawar and Seti, 2016, p. 41) While Katz defined Job Satisfaction as "an emotional state generated by the worker when the following conditions are met for him:

- To be satisfied with salaries and the possibility of promotion.
- To be satisfied with contacting colleagues and supervisors.
- To be satisfied with the organization in which he works." (Marbah and Noghi, 2016, p. 192)

Job Satisfaction is a positive feeling through which the employee expresses his interest in and acceptance of each of the physical, environmental and psychological conditions represented in salary, privileges, promotions, opportunities for development and career advancement, his relationship with colleagues and superiors, and his psychological, social and economic needs.

1.9.2. Determinants (factors) of Job Satisfaction:

There are several determinants that directly or indirectly contribute to determining the extent of Job Satisfaction among employees, represented in three factors: (Mishti and Khattar, 2020, p. 141)

- **Subjective factors:** Related to the individual himself in terms of his abilities, skills, level of motivation, and the strength of influence of his work motives.
- **Organizational factors:** Related to the organization itself and the prevailing job conditions and relationships related to work and the worker, and among these factors: satisfaction with work systems, methods and procedures, satisfaction with the relationship with superiors and colleagues, and satisfaction with work conditions and conditions.
- **. Environmental factors and their organizational impact on the worker:** In a way that affects his satisfaction with his work, and among these factors: social affiliation, society's view of the worker, the extent to which it appreciates his role, and the prevailing conditions and values in this society, all of which reflects his influence positively or negatively on the worker's integration and complementarities with his work. In addition to the above, there are psychological and cognitive determinants of the employee's personality, which have a significant role in confirming Job Satisfaction, because the feeling of Job Satisfaction is based on psychological motives towards the job. The relationship that binds the employee to his job makes him expect certain returns in exchange for a certain effort, so the performance behavior of the employee is limited to achieving these returns, and the more they are achieved, the more satisfied he is.

2. The field framework of the study

2.1. The methodological procedures of the study

2.1.1. The used methodology: The nature of the topic and the aim of the study determine the methodology, and the current study came to reveal the relationship between two variables that drive professional life. This study is: the descriptive approach (a descriptive-analytical study), which is based on careful monitoring and follow-up of a specific phenomenon or event in a quantitative or qualitative manner in a specific period or several periods, in order to identify the phenomenon or event, in terms of content and content and to reach results and generalizations that help in understanding and developing reality.

2.1.2. Study population:

The population of our study is all employees of the administration of the Faculty of Human and Social Sciences at the University of Bordj Bou Arreridj, and we have carried out a comprehensive

survey of all members of the study population due to its small size, estimated at 33 members. The distribution of the study population was as follows:

Table No. 01: The distribution of the study population according to the gender variable

Gender	frequently	percentage
Male	20	60.6%
Female	13	39.4%
Total	33	100%

Source: prepared by researchers based on the output of SPSS

Table No. 01 shows that the number of males in the study sample is 20, or 60.6%, while the females were 13, or 39.4% of the total number of sample members, which is the research community, which is 33 employees.

Table No. 02: The distribution of the study population according to the Variable years of experience

years of experience	frequently	percentage
Less than 5 years	4	12.1%
More than 5 years	29	87.9%
Total	33	100 %

Source: prepared by researchers based on the output of SPSS

Table No. 02 shows that the number of study sample employees whose work experience is less than five years is 4 individuals at a rate of 12.1%. As for the employees whose work experience exceeds five years, their number was 29, at a rate of 87.9% of the total number of sample individuals, which is The research pool is 33 employees.

Table No. 03: The distribution of the study population according to the Variable social status

social status	frequently	percentage
Married	26	78.8%
Unmarried	07	21.2%
Total	33	100 %

Source: prepared by researchers based on the output of SPSS

Table No. 03 shows that the number of married study sample individuals is 26 individuals with a rate of 78.8%, while the unmarried employees were 07 with a rate of 21.2% of the total number of sample individuals, which is the research community, which is 33 employees.

2.1.3. The stability of the study tool: To measure Professional Stress and its relationship to Job Satisfaction, we relied on a questionnaire that included personal data for employees and two other parts: the first part is the Professional Stress questionnaire, which is derived from the Awad Bashar Al-Arabi scale (2010) with the amendment of the wording of some items and the deletion of others, which consisted of 37 items, and the second part is the satisfaction questionnaire Functional, which

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is also derived from Makbool (2005), whose items were amended and some of them were deleted. It may consist of 20 items.

In measuring the stability of the study tool, we relied on the internal consistency coefficient of items "Alpha Cronbach", and the following table shows that:

Table No. 04: Results of Cronbach's alpha stability coefficient for the study questionnaire

Variable	number of items	Cronbach's alpha
Professional pressures	39	0.973
Job satisfaction	26	0.872
questionnaire	65	0.971

Source: prepared by researchers based on the output of SPSS

We note through the data of the previous table that the stability coefficient for the variable of Professional Stress among the members of the study community had a value of (0.973), which is a high value, and the stability coefficient of the Job Satisfaction variable had a value of (0.872), which is also an acceptable value, while the stability coefficient for the questionnaire as a whole was lost. Its value was (0.971), which is a good value indicating the high stability of the study questionnaire. This means that we are 97.1% sure of obtaining the same results if the study questionnaire was redistributed to the same individuals.

3. Presentation and analysis of the discussion of the results of the general hypothesis

The general hypothesis stated that: There is a correlation between Professional Stress and Job Satisfaction among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj.

This hypothesis has been tested by the simple Pearson correlation coefficient (R), and the following table shows it:

Table No. 05: The relationship between Professional pressures and job satisfaction among the study sample

variables	Sample	Arithmetic mean	Standard deviation	Correlation coefficient	sig
Professional pressures	33	74.73	18.790	0.630**	0.000
Job Satisfaction		32.18	6.444		

Source : prepared by researchers based on the output of SPSS

It appears through the statistical reading of Table No. (05) that the arithmetic mean for the Professional Stress variable was estimated at (74.73), while the arithmetic mean for the Job Satisfaction variable was estimated at (32.18), and the standard deviation for the Professional Stress variable was estimated at (18.790), and (6.444) for the variable Job Satisfaction, the calculated

Pearson value was estimated at (0.630**), and the statistical significance value was estimated at (0.000). It is a statistical significance because it is under the significance level (0.05).

So there is a correlation between Professional Stress and Job Satisfaction among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj.

The result of the general hypothesis of the current study differed from the study of Smiley and Ben Amara (2015), the study of Belmoghaddam, Bouras and Damash (2016), the study of Belwadh and Diaf (2018), the study of Asweb and Nouira (2020), the study of Qurain (2020), where all previous studies approved The existence of an inverse correlation between Professional Stress and Job Satisfaction, as the aggravation of administrative attitudes and tasks leads to the emergence of high Professional Stress and it coincides with a low level of Job Satisfaction.

3.1. Presentation and analysis of the discussion of the results of the first partial hypothesis:

The first partial hypothesis stated that: the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj is average.

Table No. 06: The level of professional pressures among the study sample

variable	Arithmetic mean	the level
Professional pressures	2.26	Average

Source: prepared by researchers based on the output of SPSS

It is clear to us through the table that the level of Professional Stress among the employees of the College of Social Sciences and Humanities is average, with a value of (2.26), and this means that the employees of the Faculty of Social and Human Sciences at University of Bordj Bou Arreridj suffer from Professional Stress at an average level.

Based on these results, the level of Professional Stress recorded is average, and this is due to the fact that most of the staff and administrative staff members of the sample are at the beginning of their professional path, and the administrative tasks and professional burdens range from severe at times of the academic year to moderate at other times, as they are interspersed with academic holidays. It also appears from the items of the scale and the analysis of the responses of the sample members that there is a distribution of administrative tasks, as it is clear that the administrative situation in the Faculty of Human and Social Sciences at the University of Bordj Bou Arreridj is characterized by the flexibility that allows the employee to cooperate and organizational justice, so the study recorded a medium level of Professional Stress.

3.2. Presentation and discussion of the results of the second partial hypothesis:

This partial hypothesis stated that: the level of Job Satisfaction among the administrative staff at the College of Social Sciences and Humanities is low.

To test this hypothesis and reveal the level of Job Satisfaction among the study population, we calculated the arithmetic mean and obtained the result shown in the following table:

Table No. 07: The level of professional pressures among the study sample

variable	Arithmetic mean	the level
Job Satisfaction	1.60	low

Source: prepared by researchers based on the output of SPSS

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It is clear to us from the previous table that the level of Job Satisfaction among the administrative staff is low, after calculating the arithmetic mean, whose value was estimated at (1.60), which is a value confined between 1-1.66. This means that the administrative staff at the College of Human and Social Sciences have low satisfaction with Each of them: the powers granted to them by their job to perform their work and its inadequacy for them to carry out their work comfortably and privately, their social status among their colleagues, their feeling that they are doing the right work and in the right place, their sense of pride in belonging to the administrative staff that works at the university, the integration between the roles they perform as administrators, respect prevailing among them, and keeping each other's secrets at work, working in a team spirit to solve problems faced by the college administration, the wages they receive, their feeling of being effective members of the administration.

The results of our study agreed with the study of Bin Darf and Makki (2020), which found that there is a low level of Job Satisfaction for nurses working in public health institutions. With regard to the monthly salary and opportunities for promotion, the results of our study also agreed with the results of the Shayeb and Yousfi study (2021), which concluded that the level of general Job Satisfaction among employees through the agency was below average, as the average of the general responses reached 2.27 out of 5 That is, the employees are dissatisfied with their work, while the results of our study differed from the study of Belmokadem, Bouras, and Demash (2016), which concluded that the level of Job Satisfaction was average among a sample of intermediate education teachers in the city of Laghouat, and differed from the study of Brahimi and Green (2017), which concluded that there is a high level of Job Satisfaction among professors in light of their factors, work factors, and work environment factors. Our study also differed from the study of Asly (2017), which concluded that the level of Job Satisfaction among employees in public hospitals is average. ***Thus, the hypothesis was not fulfilled.***

3.3. Presentation and discussion of the results of the third partial hypothesis:

The third partial hypothesis stated that: **There are no statistically significant differences in the level of Professional Stress among the study sample, according to the gender variable.**

To verify the validity of the hypothesis, and based on the arithmetic means and standard deviations for the two sexes, the (T) test for the indication of differences in the level of Professional Stress resulted in the following results:

Table No. 08: Differences in the level of professional pressures among the study sample according to the gender variable.

Gender	N	degrees of freedom	T value	Arithmetic mean	standard deviation	sig
male	20	31	2.758	81.35	21.079	0.000
female	13			64.54	7.241	

Source: prepared by researchers based on the output of SPSS

The table shows the results of applying the statistical method (t) test for the function of differences between two independent and homogeneous samples, which summarizes the descriptive statistics represented by the arithmetic mean and the standard deviation of the degrees of the sex variable in the level of Professional Stress. The value of (t) was (2.758) under the degree of freedom (31)), which is a statistically significant value given the significance level (0.000), which is less than the confidence level α (0.05). This indicates that there are statistically significant differences in the level of Professional Stress according to the gender variable. In the sense that whenever the gender of the

employees at the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj differs, the level of their professional pressure varies.

The results of the current study differed from what was found by the study of Menasria and Larait (2018), as it showed that there were no statistically significant differences in the level of Professional Stress due to the gender variable, and based on these results, which concluded that there are differences in the level of Professional Stress between the two sexes, and this is due to the physical structure For each gender, the women working in the College of Social Sciences are mostly mothers, and their ages range between (30-50), as they fall under the burden of family pressures and maternal pressures. It showed also that the majority of administrative employees are male at the beginning of their professional careers, so differences in the level of Professional Stress due to the gender variable.

3.4. Presentation and discussion of the results of the fourth partial hypothesis:

The fourth partial hypothesis stated that: **There are no statistically significant differences in the level of Professional Stress among the study sample, according to the variable of years of experience.**

To verify the validity of the hypothesis, and based on the arithmetic means and standard deviations for the years of experience, the (T) test for the indication of differences in the level of Professional Stress resulted in the following results:

Table No. 09: Differences in the level of professional Stress among the study sample according to the years of experience.

gender	N	degrees of freedom	T value	Arithmetic mean	standard deviation	sig	significance
Less than 5 years	4	31	1.415	87.00	21.494	0.447	Not statistically significant
More than 5 years	29			73.03	18.153		

Source: prepared by researchers based on the output of SPSS

Through the data presented in the table, we notice the results of applying the statistical method (t) test for the function of differences between two independent and homogeneous samples, which summarizes the descriptive statistics represented by the arithmetic mean and the standard deviation of the degrees of the variable years of experience in the level of Professional Stress. The value of (t) was (1.415) under a degree of freedom (31), which is a non-statistically significant value given the level of significance (0.447), which is greater than the confidence level α (0.05).

This indicates that there are no statistically significant differences in the level of Professional Stress according to the variable of years of experience. In the sense that whenever the years of experience of employees at the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj differ, the level of professional pressures they have does not differ.

The results of the current study agreed with the findings of the study of Manasria and Larait (2018), which showed that there were no statistically significant differences in the level of Professional Stress due to the variable: professional experience.

3.5. Presentation and discussion of the results of the fifth partial hypothesis:

The fifth partial hypothesis stated that: **There are no statistically significant differences in the level of professional Stress among the study sample, according to the variable of social status.**

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To verify the validity of the hypothesis, and based on the arithmetic means and standard deviations of the marital status, the (T) test for the significance of differences in the level of Professional Stress resulted in the following results:

Table No. 10: Differences in the level of professional Stress among the study sample according to variable social status

gender	N	degrees of freedom	T value	Arithmetic mean	standard deviation	sig	significance
married	26	31	0.024	74.77	18.193	0.482	Not statistically significant
unmarried	7			74.57	22.449		

Source: prepared by researchers based on the output of SPSS

The table shows the results of applying the statistical method (t) test for the function of differences between two independent and homogeneous samples, which summarizes the descriptive statistics represented by the arithmetic mean and the standard deviation of the degrees of the social status variable in the level of Professional Stress. The value of (t) was (0.024) under the degree of freedom (31),

which is a non-statistically significant value given the significance level (0.000), which is greater than the confidence level α (0.05). This indicates that there are no statistically significant differences in the level of Professional Stress according to the variable of social status. In the sense that no matter how different the social status of employees at the Faculty of Human and Social Sciences at Bordj Bou Arreridj University is, their level of professional pressure does not differ. The results of the current study agreed with the findings of the study of Manasria and Larait (2018), which showed that there were no statistically significant differences in the level of Professional Stress due to the variables: social status.

4. Conclusion

Through what we discussed previously on the issue of Professional Stress and Job Satisfaction, especially among administrative employees, and based on the results of the field study, I concluded that:

- There is a correlation between Professional Stress and Job Satisfaction among employees of the Faculty of Human and Social Sciences at the University of Bordj Bou Arreridj.
- The level of Professional Stress among the employees of the Faculty of Human and Social Sciences at University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, is medium.
- There are statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the variable of the gender variable (male, female).
- There are no statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at the University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, according to the professional experience variable (less than 5 years - more than 5 years).

- There are statistically significant differences in the level of Professional Stress among the employees of the Faculty of Human and Social Sciences at Mohamed El Bachir El Ibrahimi University of Bordj Bou Arreridj, according to the variable of marital status (married - unmarried).

5. Suggestions and recommendations

Conducting more studies on the subject in other sectors, public and private, and comparing its results with the current study.

- The need to pay attention to the issue of pressure among the employees of the various faculties at University Mohamed El Bachir El Ibrahimi of Bordj Bou Arreridj, because ignoring it increases its negative effects on them, which negatively affects their performance at work.

- The need to pay attention to the category of administrators and work to relieve them of trips and privileges that contribute to achieving a high level of Job Satisfaction through the contribution of specialists in building awareness-raising programs that contribute to alleviating the pressures they are exposed to.

- Work on developing positive thinking among employees, whether they are professors or administrators, by conducting scientific workshops on flexible leadership, and acquiring methods of positive dealing with individuals, which leads to improving their quality of life and raising their level of loyalty to the institution. - Paying attention to improving working conditions by reviewing the salary system, and providing material and moral support and stimulation.

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