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Dr. Ahmed Douara¹, Dr. Mokhtar Aroui², Dr. Ghezal Said³

¹University of Ibn Khaldoun Tiaret (Algeria)

^{2,3}University of Ziane achour Djelfa (Algeria)

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ABSTRACT:

The study aimed to determine the relationship between the quality of career life and job alienation among hospital employees in the state of Tiaret and to achieve the objectives of the study, the researcher used the descriptive approach by applying a scale to a sample of (75) hospital employees in the state of Tiaret, and the results of the study confirmed that the level of quality of career life among hospital employees was average, while the level of job alienation among hospital employees in the state of Tiaret was high. The study also confirmed the existence of a statistically significant inverse relationship between the dimensions of the quality of career life (related to the physical and moral work environment, and the organizational and functional work environment), and the level of job alienation. The study concluded that there is a correlation between quality of life and job alienation among hospital staff, which requires interventions to improve the quality of career life, reduce alienation, and increase the level of personal achievement of hospital staff.

Keywords: quality of career life, job alienation, hospital staff.

The Authors Email: ¹Ahmed.douara@univ-tiaret.dz, ²m.aroui@univ-djelfa.dz, ³s.ghezal@univ-djelfa.dz

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Introduction:

Human resources are the most precious resources for organizations, and an important source to achieve their competitive advantages, and the optimal use of these resources depends on the measures that can be taken to protect workers physically and morally (Barbary, 2016).

WHO emphasized that health risk assessment and response in the workplace should be improved (WHO, 2007, p. 6).

The phenomenon of alienation suffered by individuals in public life and its negative repercussions on their health, vitality and development has attracted many researchers around the

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world, and this is evidenced by the volume of studies issued and issued by them, which dealt with the subject of alienation of all kinds in research and study, as a result of the many developments that keep pace with this era, as society is accelerating with the pace of time (Al-Matrafi, 2005).

Al-Assal states that if linguists direct their devices to monitor what researchers and philosophers write in our time, she bets that the word alienation will be given priority in terms of its frequency, this statement shows the extent of the prevalence and spread of the phenomenon of alienation in contemporary thought and studies. It can be said that alienation is a human phenomenon that has extended its existence to include various social, economic and political lifestyles, and in all cultures, where the feelings of this alienation have increased and multiplied as a result of the nature of the era in which man lives, the era of contradictions, the era of competition and successive changes, an era in which matter prevailed, which led to human injury to many problems and disorders, foremost of which was the phenomenon of alienation, which drew the attention of researchers and was the focus of their first attention (Al-Assal, 2009).

Freud found that alienation is inevitable because of the pressures of civilization, and its existence may lead to an endless struggle between creativity, innovation and self-expression versus the pressures of institutions, which always make it in a legal position unfulfilled to its human needs, such as the need for appearance, tenderness and response (Sarayreh, 2002).

One of the main challenges facing the Ministry of Health is the limited number of trained hospital staff.

The quality of career life through supportive work environments helps to reduce the negative consequences of alienation, through the presence of social support in its various forms (emotional, informational, tools, and evaluation) from co-workers and supervisors, while social undermining and behaviors and actions that degrade the person or work they do, may increase the process of job discontent. (Ibrahimi & Jayaratne, 2015, p. 81).

Alienation has been recognized as a widespread phenomenon among hospital staff in the field of humanitarian services. Furthermore, alienation has been associated with a number of adverse effects for both employees and the individuals and organizations in which they work (Cruz, 2016).

The Chenoweth & Lloyd, King study (2002) confirmed that serving in hospitals very stressful profession ,due to the pressures arising in a study (2005 Tam & Mong focused on work stress and inequality and their impact on job alienation among hospital staff.

The study (Hassan, (2008) added the impact of lack of material and moral return, lack of resources and capabilities, lack of societal appreciation, large number of problems and number of

customers, lack of professional preparation, its impact on job alienation, and its impact on the professional role of hospital staff in the health field.

1- Research Problem and Question

Job alienation means that the employees of the institution have reached a decision that the institution in which they work is no longer the right place to continue working with it for reasons related to the institution itself more than related to the employee, which is a serious decision that affects the employee's relationship with the institution in which he works, and his loyalty to it entails serious consequences for both parties that often end with the end of the relationship between them unsatisfactorily (Al-Matrafi, 2005).

As a result of the effects of alienation on public institutions and health institutions in particular, interest in studying alienation has increased, to identify its manifestations and causes, so that alienation has become many manifestations of passivity, indifference, lack of interest, absence, turnover and slowness of work, deliberate sabotage, corruption, prioritizing private interest over the strict public, central and official interest, loss of functional and organizational affiliation, deficiencies in human relations, self-aversion, lack of ability to change, technological and industrial progress, and low level of social interaction. Inside and outside the work environment, loss of control and control, conflict between one's expectations and traditional applications of the organization and a sense of unfulfilledness of those expectations, loss of meaning, isolation from the group and its norms, and dissatisfaction (Mello, 2002).

Hospital staff in the public health sector have several problems. This reflects negatively on doctors, nurses, administrators and the organizations in which they work. Whereas, the work environment of employees as sub-formats overlap into multiple formats associated with the occurrence of their problems and the ability to satisfy their needs. Each format affects the other, which is reflected in the health and well-being of health personnel, client satisfaction as sub-formats, and the performance of the organization as a whole as a larger social system.

In addition to the scarcity of literature and studies (within the limits of the researcher's knowledge) that dealt with the relationship between the quality of career life and job alienation among hospital employees in various fields of work ,Therefore, the problem of the study is determined in the relationship between the quality of career and job alienation among hospital staff in the wilaya of Tiaret.

Sub-questions:

The first question: What is the level of quality of career of hospital staff in the wilaya of Tiaret?

The second question: What is the level of job alienation among hospital employees in the wilaya of Tiaret?

The third question: Is there a statistically significant relationship between the dimensions of the quality of job life (physical and moral work environment, organizational and functional work environment), and the level of job alienation.

Fourth question: Are there statistically significant differences between the levels of quality of career life and job alienation among hospital employees in the wilaya of Tiaret due to variables (gender, occupation, marital status, experience).

2- Study hypotheses

The first hypothesis: the level of quality of career life among hospital staff in the wilaya of Tiaret is high.

The second hypothesis: the level of job alienation among hospital staff in the wilaya of Tiaret is high.

The third hypothesis: There is a statistically significant relationship between the dimensions of the quality of career life (physical and moral work environment, organizational and functional work environment), and the level of job alienation.

Fourth hypothesis: There are statistically significant differences between the levels of quality of career life and job alienation among hospital staff in the wilaya of Tiaret due to demographic variables (gender, occupation, marital status, experience).

3- Objectives of the study

- 1- Determining the level of quality of career life among hospital employees in the wilaya of Tiaret.
- 2- Determining the level of job alienation among hospital employees in the wilaya of Tiaret.
- 4- Determining the relationship between the quality of career life (physical and moral work environment, organizational and functional work environment and job alienation among hospital employees.
- 5- Comparison between the levels of quality of career life and job alienation among hospital employees in the wilaya of Tiaret according to demographic variables (gender, age, occupation, marital status, experience)

A model of study variables:

Independent variables	Internal variables	Dependent variable
Quality of Career Life	Sex	Functional alienation

Participation in decision-making	Function	
Fairness of remuneration systems	Marital status	
Function characteristics	Experience	
Regulatory Compliance		

6- Study concepts and theoretical framework

4-1 Hospital staff:

Hospital staff are the people who work in the hospital, namely doctors, nurses and administrators.

4-2 Quality of Career Life:

Job life quality is defined as the effectiveness of the work environment (which moves to purposeful organization and personal needs in shaping values among employees that support better health and well-being; job security and job satisfaction; competency development and work-life balance.

Walton (1975) proposed eight main conceptual categories related to quality of career life: 1) adequate and fair compensation; (2) Safe and healthy working conditions. (3) An opportunity to use and develop human capabilities. 4) An opportunity for continued growth and security. (5) Social integration into the labour organization. 6) Constitutionality in the organization of work. 7 Work and total life space. 8) The social importance of working life. (Mirkamalia & Thani, 2011, pp. 180-181)

4-2-1 Quality of Career Characteristics (Tichuri, 2013:3)

- Clear goals.
- Effective communication and a sense of honesty.
- Meaningful work with challenge and the ability to change.
- Know the expectations of the role.
- Opportunities for perception, independence, growth and achievement.
- Extensive feedback on performance.
- Capable driving
- Fair treatment.

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- Success in matching organizational objectives and the needs of employees.

Thus, it is clear from the above through the characteristics of functional quality of life that organizations that lose most or all of these characteristics do not provide a high quality of working life.

4-2-2 Objectives of quality of career life:

Career quality of life programs aim at the following points as identified by Jad Al-Rab, 2008: Increase employee confidence, participate in solving problems, increase job satisfaction, increase organizational effectiveness, reduce employee turnover, increase productivity and profits, and achieve goals for the organization.

Hian et al. argue that the benefits of QLS appear to both employees and employers as follows (41.Adhikar & Gautam, 2010, P):

- Sense of job security.
- The possibility of promotion and progression.
- Fair and adequate remuneration and compensation.
- Provide healthy and safe working conditions.
- Social integration and constitutional commitment.

4-3 Functional alienation:

Alienation is an old concept known since ancient times, but now it has begun to shed more light on it, so there are many definitions and varied with the diversity of views of researchers, and there are several definitions, including:

Al-Musawi defined it as "the individual's feeling of separation from himself, his values, principles, beliefs and ambitions, and this is reflected in the individual's sense of ineffectiveness due to deficiencies related to the cognitive structure of the self on the one hand and the structure of knowledge and social and cultural behaviors on the other hand, where the behavior of non-belonging, meaninglessness, goals, non-normativity, objectification, helplessness, social isolation, rebellion and despair, in addition to a sense of insecurity and loss of confidence in both oneself and the subject" (Moussa, 2002, p. 70).

It has several meanings as mentioned by Schacht (1980):

1/- **Legal meaning:** refers to the transfer of ownership of something to another person.

2/- **Social meaning:** the expression of a subjective sense of alienation or alienation, whether from oneself or from others.

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3/- Psychological meaning: It is the state of loss of consciousness, deficit or loss of mental powers or senses.

4/- Religious meaning: This meaning is related to the separation of man from God, that is, it is related to sin and the commission of sin. (Al-Assal, 2009, p. 16).

4-3-1 Manifestations of functional alienation

Supporters of sociology, especially Siman, have been interested in developing the definitions contained in the sociological, psychological and philosophical heritage of the subject of alienation, with the aim of adapting them to experimental work, and Siman has addressed the concept of alienation in social terms, and appeared in his well-known research on the meaning of alienation, five manifestations or dimensions of alienation, namely:

1. Loss of control or powerlessness
2. Meaninglessness
3. Anomie or Normlessness
4. Social isolation or a state of isolation and non-belonging (Social Isolation)
5. Self-estrangement or self-estrangement.

4-3-2 Factors leading to functional alienation

A. Factors that belong to the employees or employees of this institution:

1. Fear and job insecurity
2. Lack of competence among employees in these institutions:
3. Leisure time
4. Orientations of employees or employees of the organization
5. Poor time management
6. Poor driving elements
7. Lack of specialization in work by employees
8. Despair and surrender to failure
9. Inhibition and unconscious
10. Introversion and isolationism.

B The factors that belong to the institution are:

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1. Bugs in Performance Adequacy Reports
2. Poor administrative effectiveness in these institutions
3. Mechanization and automation
4. Weak incentive system
5. Breadth of the size of the enterprise
6. Do not use triggers
7. The role of the employee or worker does not appear in the organization
8. Intense competition among employees within the organization.

7- Previous studies Quality of Career Life:

1. A study (Madi, 2014) aimed to identify the quality of career life and its impact on the level of job performance of employees, and showed the following most important results: There is a statistically significant relationship between the dimensions of the quality of career life and the job performance of workers, and that there is an important statistically significant impact of the dimensions of the quality of career life and that the most important dimensions affecting job performance are opportunities for promotion and career advancement, social relations, stability and job security, participation in decision-making training and learning programs.

2. A study (Ledianahakollari (2013) aimed to identify the reality of measuring the quality of career life for mental health professionals and employees in Albania, and general satisfaction with the dimensions and components of their quality of career life, and one of its most important results was a strong positive relationship between satisfaction with the quality of career life and a healthy and safe work environment, and the most controversial dimensions among employees were: fair wages and rewards, safety in the work environment, and future opportunities available).

3. A study (Oai, et al, 2013) aimed to identify the impact of total quality management on improving the quality of career life. Its results resulted in leadership, operations management, information, analysis and customer focus positively impacting the quality of work life of employees.

4. Study (ChandranshuSinha, 2012) The study aimed to identify the factors affecting the quality of career life from the reality of Indian institutions, and the most important results were to extract three factors affecting the quality of career experiences of managers working at the middle level of the organization: orientation towards supporting relationships in the organization, orientation towards professional adaptation in the future, orientation towards self-determination and the overall system of the organization.

8- Previous studies Job Expatriation:

1. **Al-Khawaldeh (2005)** conducted a study aimed at "the impact of sources of work stress on job alienation in government departments in three governorates of Karak Tafila in southern Jordan". The study aimed to identify the impact of sources of job alienation in government departments. The most important results were: There was work pressures suffered by workers to a moderate degree, and that the level of job alienation was average, and that there is a statistically significant effect of the dimensions of work stress in job alienation.

2. **Ghanem (2006)** conducted a study aimed at "identifying the average degree of presence of factors of functional alienation among educational supervisors and school principals in the city of Taiz." This study aimed to identify the average degree of the presence of factors of job alienation among educational supervisors and school principals in Taiz city. The study population consisted of educational supervisors and directors. The results were as follows: There were no statistically significant differences in the degree of presence of job alienation factors according to the variables of the sample characteristics represented by job, gender, qualification and number of years of experience.

3. **The 2015, Shantz and others study**, which aimed to study job alienation through a full examination of an integrated model of job alienation by examining four causes of job alienation in theory at the same time, and the impact of alienation on deviation and performance, and the study found that the identity and diversity of the task is negatively associated with job alienation, and that the employee who feels job alienation behaves in a negative way and his performance at work is lower than those employees who do not feel alienated.

4. **Valikhani study (2015)** The impact of the dimensions of job alienation (disability, lack of understanding, and self-alienation) on the behavior of the organization's members compared to the recognized behavior of the individual's dealings with the organization, and the study found that there is a positive impact between people's understanding of the recognized behavior between the individual and the organization and job performance, and that organizational efforts to select employees at work are effective and reduce their negative effects on job alienation.

5. **A study (Al-Nasser and Behery, 2015)**, which dealt with the study of the relationship between organizational training and negative work behaviors (organizational bullying or bullying and job alienation) in the presence of the organizational climate as an intermediate variable in the United Arab Emirates, and the study also found a weak relationship between organizational training and most dimensions of the intermediate variable (organizational climate), and there is a strong relationship between both organizational bullying and job alienation.

9- Methodological strategy of the study

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7-1 **Type of study:** The current study belongs to the pattern of descriptive studies, which are concerned with determining the relationship between the quality of career life and job alienation among hospital staff in the wilaya of Tiaret.

7-2 **The method used:** The researcher relied on the use of the descriptive approach for a sample of hospital employees in the state of Tiaret.

7-3 Research Sample

Due to considerations of the constraints of the large size of the research community, time constraints and the high cost of accessing all its vocabulary, and the difficulty of relying on the comprehensive inventory method to collect primary data, the researcher used the Stratified Random sample, and this came as follows:

7-3-1 Calculation of the research sample

To determine the sample size, the researcher used the ratio method, as follows (Ashour, Salem, 1994):

7-3-2 Calculation of the research sample when the withdrawal is returned

Substituting in the following equation

$$n_0 = \frac{z^2 * p}{d^2}$$

Whereas:

Sample when the draw returns: (n_0).

The value of the standard score under the normal curve at ($2/ (\alpha, 1.96 = Z_{((0.025))}$): (Z).

The assumed population ratio - proposed by the researcher, was considered ($P=0.5$) in order to achieve the largest possible sample size: (P).

Complementary ratio where (Q): ($Q=1-P$).

Preview error has been assumed $d=5\%$ (d)

Substituting in the previous equation, the researcher concluded that ($384 = n_0$).

5.3.3 Calculation of the research sample when the withdrawal is without return

Substituting in the following equation

$$n = n_0 / (1 + n_0 / N)$$

Whereas:

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Sample when withdrawal is without return: (n).

Sample size when drag returns: (n_0).

The total population size is equal to 3071: (N).

Substituting the previous equation, it was concluded that the size of the study sample when the draw is without return (n) = 75

The sample size was increased to equal to 75 individuals, due to the researcher's desire to avoid the occurrence of sample error.

10- Study Tools:

8-1 Measures used in the study:

How to measure the research variables under study can be illustrated as follows:

(a) **Questionnaire:** (The relationship between the quality of career life and job alienation among hospital staff in the wilaya of Tiaret).

INDICATORS OF FUNCTIONAL QUALITY OF LIFE HAVE BEEN IDENTIFIED BY PREVIOUS STUDIES, THE THEORETICAL FRAMEWORK OF THE STUDY AND THE QUALITY OF LIFE SCALE DEVELOPED BY THE WORLD HEALTH ORGANIZATION (1998).

It consists of the following dimensions, the first dimension is the physical work environment in which 18 phrases and the second dimension is the organizational and functional work environment in which 30 phrases and the total number of phrases for the quality of career life has reached (48) phrases.

Honesty and stability: Honesty was applied through virtual honesty by presenting the tool to a number (5) professors in the faculties of social work, Beni Suef and Helwan Universities. Self-honesty and consistency were also tested as follows:

Table 01 Coefficient of Stability and Honesty Using Alpha Krumbach

Dimensions of the study		Stability coefficient	Honesty Coefficient
Independent variable	After the physical and moral work environment	0.778	0.881
Quality of Career Life	After the organizational and functional work environment	0.778	0.800

Total	0.856	0.965
Dependent variable Functional alienation	0.887	0.941
General stability	0.834	0.907

The Alpha Cronbach stability coefficient came to the resolution (0.834), which reflected its effect on the subjective honesty (which represents the square root of the stability), as it reached (0.907), which reflects the stability strength of the instrument.

8-1-1 Functional alienation level scale

The researcher adopted Seeman's view regarding the dimensions of functional alienation due to their relative comprehensiveness, and because they represent the basis from which most of the alienation studies were launched, and also in response to what he stated (Erbas 2014) that these dimensions are the most appropriate for application. The total number of phrases related to job alienation reached (30) phrases, and it was possible to develop a set of variables through a comprehensive review of previous relevant studies based on the study of: (Yassin, 2015), (Al-Hadidi, 2016). (Aboul-Ela,2015).

This measure was used in the survey list (second question) to measure the extent of the phenomenon of job alienation among employees in the universities under study.

Methods of data analysis and hypothesis testing

In light of the research problem and objectives, some appropriate statistical methods were used, whether to analyze data or test hypotheses statistically, as follows: descriptive statistical measures such as averages (as one of the measures of central tendency), standard deviation, standard error, and coefficient of variation, as one of the measures of dispersion, which are used to analyze and characterize the research sample.

- **Alpha Correlation Coefficient method:** to verify the level of internal consistency and stability of the items of each type of measure under study "quality of life, functional alienation, " .

- **Pearson's simple linear correlation coefficient :** to verify the level of internal consistency and truthfulness of the items of each type of measure studied Human resource management practices, job alienation, job performance."

- **Structural Equation Model (SEM):** which is used to test the suitability of the model as a research methodology for quantitative testing administrative models using the scientific method to test research hypotheses, and to ensure the suitability of the model with the sample data used

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and that it actually measures what was developed to measure, and it also works to achieve a better understanding of the complex relationships between administrative variables using one of the following programs: LISREL, AMOS, R, EQS, and others.

- Evaluation of consistency and honesty in the study measures

The researcher conducted an exploratory survey on a sample of 30 employees from the research community, with the aim of identifying the validity and reliability of the research tool and using it to measure the research variables as well as adapting them to verify the research hypotheses.

In order to avoid regular and random measurement errors, the researcher has done more than one way, as follows:

Face Validity

According to this method, the researcher carefully reviewed all the items of the scales used in the study, which are contained in the survey list, in addition to presenting the list to some academics to express their point of view, and accordingly a number of amendments were made in some items of the scales, and examples of these amendments were the exclusion of some phrases and the addition of other phrases from the list.

- Content Validity

To ensure the truthfulness of the content, the researcher took a set of steps, which are as follows:

- Define and define the different items for each measure accurately.
- Review previous studies conducted in the field of human resources management, job alienation, and job performance to help develop various standards.
- Conducting an exploratory study on some workers in public hospitals, to help identify the study variables.
- The list was presented to a group of arbitrators from the professors of Ibn Khaldun University in Tiaret in the field of specialization to express their point of view on its contents.
- The survey list was tested in the field, by presenting it to a number of workers and employees in the hospitals under study, where they were informed that the aim of this procedure is to test the list so that they do not hesitate to mention any observations or write any comments useful in the final design of the list.
- To complement the above, Pearson's simple linear correlation coefficient and alpha correlation coefficient method were applied to the scale of human resource management practices, job

alienation, and job performance in total for one scale as a whole, and each group has items (variables from the groups that make up each scale separately).

11- Fields of study

Spatial field: The field study was conducted in the hospitals of the wilaya of Tiaret.

(a) **Human field:** hospital staff

The sample can be determined according to the sampling table (Ashour and Salem, 1994, page 284) and the appropriate size of the sample was determined statistically through the sampling tables, and it came at the smallest size of the population (500) and with a confidence score of 95% the appropriate size of the sample (83), and the simple random sample was used, and the size of those who actually responded was (75) hospital employees.

(b) **Time domain:** Data collected from 15/2/2022 to 18/4/2022.

12- Results of the field study

10-1 Results related to the description of the demographic characteristics of the study sample

Table No. (2) Distribution of Study Sample Items According to Demographic Characteristics

Variable	Variable	Sample number	Percentage
Sex	male	28	37.3 %
	Female	47	62.66 %
Function	doctor	7	9.33 %
	nurse	24	32 %
	Administrative	44	58.66 %
Marital status	Single	24	32 %
	married	51	68 %
Experience	Less than 5 years	13	17.33 %
	From 6 to 15 years	47	62.66 %

	More than 16 years	15	20 %
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It is clear from the previous table that:

1 - The majority of the study sample of hospital staff were females by (62.66%), followed by males by (37.3%).

2- The marital status of the majority of the study sample of hospital employees was married by (68%), followed by single by (32%).

3- The majority of the sample falls in the administrative job category (44 administrative) and possesses (58.66%), followed by the category of nurses (24 nurses) by (32%), then the category of doctors (7 doctors) by (9.33%).

4 - The majority of the sample have experience (6-15 years), and possess (62.66%), followed by years of experience (more than 16 years by (20%), and finally years of experience (less than 5 years) by (17.33%).

10-2 Results related to the dimensions of quality of career life

The first axis: the material and moral work environment.

Table (3) shows occupational security and health for social workers

Phrases	Arithmetic mean	Standard deviation	Order
1	2.02	0.627	2
2	1.96	0.734	3
3	2.04	0.678	1
4	1.92	0.620	5
5	1.93	0.768	4
Total	1.97	0.491	-

It is clear from the previous table that the trends of the vocabulary of the research sample have shown a general trend towards the approval of the total first dimension (occupational security and health, with an arithmetic average of (1.96). In the first place, the school administration is keen to follow the prevention and safety measures during work with an arithmetic average of (2.03), followed by working conditions meet the conditions of occupational safety and health with an arithmetic average of (2.01), while the school administration is concerned with the health, safety and security of workers with an arithmetic average of (1.91).

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Ledianahakollari (2013) noted the importance of safe and hygienic working conditions through reasonable working hours, a safe healthy physical environment, and the availability of personal and collective safety and protective equipment.

WHO also emphasized that the assessment and response to health risks in the workplace should be improved through the enactment of specific regulations to ensure that all workplaces comply with minimum health requirements; the adoption of a basic set of occupational health standards; the strengthening of enforcement systems; and the identification of basic interventions to prevent and control mechanical, physical, chemical, biological and psychosocial risks in the work environment (WHO, 2007, p. 6).

Table No. (4) shows social relations

Phrases	Arithmetic mean	Standard deviation	Order
1	2.44	0.620	4
2	2.66	0.552	3
3	2.62	0.491	2
4	2.86	0.357	1
5	2.34	0.569	5
6	2.08	0.705	7
7	2.10	0.620	6
Total	2.43	0.306	-

It is clear from the previous table that the trends of the vocabulary of the research sample have shown a general trend towards agreeing to the total second dimension (social relations), with an arithmetic average of (2.42). In the first order, there are good friendships between me and my colleagues at work with an arithmetic average (2.85), followed by relations of appreciation and mutual respect between superiors and subordinates at work with an arithmetic average (2.61), while in the last order, the administration provides opportunities for interaction and communication with workers at different levels with an arithmetic average (2.07), followed by the school facilitating the balance between their personal lives and their career with an arithmetic average (2.09). Although previous studies have confirmed that the most important indicators of quality of career are work-life balance and job satisfaction (Oai, et al., 2013). ChandranshuSinha (2012) explains that there is some evidence that many hospital staff actually find it practically impossible to completely separate themselves from their family and household affairs when going to work, and then leave work altogether at the end of the day when it's time to go home.

The importance of the results of this dimension is explained by social relations (Madhi, 2014) of the importance of social and community communication, and the importance of social support from supervisors, co-workers and family members. With the importance of justice and fairness of supervision of employees, and building a spirit of mutual trust between people in the

organization, as social support is one of the most important indicators of the quality of the work environment and protects against alienation and burnout.

Table No. (5) shows wages and salaries

Phrases	Arithmetic mean	Standard deviation	Order
1	1.94	0.828	1
2	1.72	0.819	2
3	1.44	0.619	3
4	1.68	0.476	5
5	1.30	0.459	4
6	1.25	0.431	6
Total	1.48	0.385	-

Illustrated from the previous table

The trends of the vocabulary of the research sample have shown a general trend towards approving the total third dimension (wages and salaries), with an arithmetic average of (2.42). In the first order, there is a clear and appropriate system of wages and rewards for social workers with an arithmetic average (1.93), followed by the wages of the social worker are fair compared to what their colleagues receive in the same job with an arithmetic average (1.71), while in the last order, wages are fair considering the skills and efforts of hospital employees with an arithmetic average (1.24).

This is consistent with what was confirmed by the results of the study (ChandranshuSinha, 2012) of the impact of the lack of material and moral return, and the lack of school resources and capabilities on the professional role of the social worker, and this reflects the impact of strong professional alienation on the professional role of the social worker in the school field.

Ledianahakollari (2013) explains that insufficient reward (whether financial, institutional, or social) increases people's vulnerability to burnout, because it reduces the value of work and workers, and is closely associated with feelings of incompetence, inequality and equality.

Oai, et al. (2013) also indicated that the quality of career life includes aspects that affect job satisfaction and productivity of employees, the most important of which are reward systems, work environment, participation and recognition. Second Theme: Organizational and Functional Work Environment

Table No. (6) shows the supervision and participation of employees in the administration

Phrases	Arithmetic mean	Standard deviation	Order
1	2.66	0.534	1

2	2.52	0.530	3
3	2.46	0.623	4
4	2.54	0.554	2
5	2.32	0.616	5
6	2.32	0.658	5
7	2.32	0.720	5
Total	2.44	0.357	-

It is clear from the previous table: that the trends of the vocabulary of the research sample have shown a general trend towards the approval of the total first dimension of supervision and participation of employees in management), with an arithmetic average of (2.43). In the first order, the social worker contributes to solving work problems with an arithmetic average (2.65), followed by the main at work gives us complete information about business goals and results with an arithmetic average (2.53). The participation of workers according to their specializations in making decisions that affect their work came in the third place with a high arithmetic average of (2.51), and this is consistent with the results of the study of Abdel Razek, (2015), where the level of participation of hospital staff in decisions related to the nature of their work in the school was high, while the level of participation of hospital staff in decisions related to the school is average, and also the level of participation of hospital staff in decisions related to school management is low.

While the last order came equally both: My direct boss has a high ability to encourage his subordinates to make the maximum possible effort with an arithmetic average (0.615), the management encourages employees to submit suggestions and opinions to develop the work with an arithmetic average (0.657), the direct supervisor delegates part of his powers to subordinates with an arithmetic average (0.716). This reflects a decline in support, encouragement and engagement.

Table No. (7) shows job safety and stability

Phrases	Arithmetic mean	Standard deviation	Order
1	2.41	0.616	1
2	2.37	0.630	2
3	2.14	0.742	4
4	2.33	0.775	3
5	1.65	0.748	5
6	1.42	0.738	7
7	1.49	0.761	6
Total	1.97	0.310	-

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It is clear from the previous table: that the trends of the vocabulary of the research sample have shown a general trend towards approving the total second dimension (safety and job stability), with an arithmetic average of (1.96). In the first place, hospital employees feel stable and secure jobs and do not suffer from any threat of being laid off with an arithmetic average of (2.40), followed by the General Administration follows the training policy in terms of investment in workers and raising the performance of social workers with an arithmetic average of (2.36), followed by the General Administration follows the training policy in terms of investment in workers and raising the performance of social workers with an arithmetic average of (2.36). While in the last ranking, the social worker is exposed to verbal violence in his workplace with an arithmetic average (1.41).

It contradicts the results of Ledianahakollari (2013) that 71% of respondents felt job satisfaction, but about half of them considered leaving the profession. This may explain that the employees of the hospitals in the study sample work in government social institutions, which achieves job security for them, and does not dispense with them.

Table No. (8) shows promotion and career advancement

Phrases	Arithmetic mean	Standard deviation	Order
1	2.33	0.809	1
2	1.93	0.674	11
3	2.32	0.789	2
4	2.01	0.806	10
5	2.30	0.786	3
6	2.21	0.718	6
7	2.28	0.778	4
8	2.13	0.678	9
9	2.16	0.749	8
10	2.20	0.801	7
11	2.22	0.723	5
Total	2.18	0.450	-

It is clear from the previous table: that the trends of the vocabulary of the research sample have shown a general trend towards approving the total third dimension (promotion and career advancement), with an arithmetic average of (2.17). In the first order, there is a clear and appropriate system for promotions for social workers with an arithmetic average of (2.32), followed by the promotion and career advancement systems based on clear administrative foundations and standards with an arithmetic average of (2.31). While in the last order, the work

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of hospital staff commensurate with their ambitions and goals in the school field with an arithmetic average of (1.92).

This reflects that the government school work of the social worker, despite what it provides in terms of job security, promotion, and career advancement, does not meet their aspirations and goals. ChandranshuSinha (2012) has indicated that QWL is generally associated with a series of organizational goals, circumstances and practices, enabling the organization's employees to realize that they are actually safe, satisfied and have better opportunities to grow and develop themselves as human beings, meeting their needs and aspirations.

Table No. (9) shows the societal assessment

Phrases	Arithmetic mean	Standard deviation	Order
1	2.56	0.600	1
2	1.64	0.674	5
3	2.09	0.674	4
4	2.49	0.555	2
5	2.33	0.682	3
Total	2.22	0.291	-

It is clear from the previous table: The trends of the vocabulary of the research sample have shown a general trend towards the approval of the total fourth dimension (community estimate), with an arithmetic average of (2.07). In the first place, my family estimates the nature of my work with an arithmetic average (2.55), followed by I feel respect for others as a social worker with an arithmetic average (2.48). While in the last ranking, the people of other majors looked at me low, with an arithmetic average (1.63). This is consistent with the results of a study (Madi, 2014) where the impact of societal lack of appreciation on the functional alienation and professional role of the social worker.

10-3 Findings related to the dimensions of job alienation

10-3-1 Descriptive analysis of the dimensions of job alienation

The attitudes of employees in Egyptian public and private universities (subject to study) towards job alienation were evaluated using the arithmetic mean and standard deviation at the level of all internal dimensions of job alienation dimensions, and the results were as follows:

Table No. (10) shows the level of dimensions of job alienation

Dimensions of Career Alienation	Arithmetic mean	Standard deviation	Order
Deficit	2.922	0.993	5
Loss of meaning	3.325	0.873	1

Loss of standards	3.276	1.035	2
Social isolation	3.223	0.974	3
Self-alienation	3.960	0.951	4
Total	3.141	0.967	-

The measurement method used is represented in the five-point Likert five-point approval or disapproval scale, where (1) indicates absolute disagreement and (5) indicates complete approval with a neutral score in the middle.

Looking at Table 10, it is found that:

The arithmetic mean of job alienation as a whole reached (3,140), with a general standard deviation of (0,966), and this indicates that workers in the Egyptian public and private universities subject to study suffer - at an above-average level - from their job alienation through loss of strength, loss of meaning, loss of standards, social isolation, and self-alienation. Especially that the value of the general arithmetic mean of these practices is higher than the hypothetical average (3) according to the scale followed (Likert).

The loss of meaning comes first, while the loss of norms comes second, social isolation ranks third, while self-alienation and then loss of power came in lagging ranks, achieving fourth and fifth place respectively.

13- Hypothesis test

The first hypothesis: the quality of life of hospital staff in the wilaya of Tiaret is high.

Table No. (11) shows the level of quality of career life

Quality of Career Life	Overall average	Standard deviation	Level	Order
Material and moral work environment	1.96	0.697	medium	2
Organizational and functional work environment	2.20	0.225	medium	1
Total	2.08	0.233	medium	-

The previous table shows the level of quality of career life among hospital staff (the study sample is as follows:

1 - The physical and moral work environment came at an average level with an arithmetic average of (1.95).

The indicators were in the following order:

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Social relations are a high level with an arithmetic average (2.42),

Occupational safety and health intermediate level with an arithmetic average (1.96),

Wages and salaries are a low level with an arithmetic average of (1.47).

This is consistent with the results of a study (Mohammed, (2014) where the level of job satisfaction of specialists on the dimensions of (salary, working conditions is average, and after the relationship with superiors, colleagues) came high.

2 - The organizational and functional work environment came at an average level with an arithmetic average (2.19), and the indicators came in the following order:

Supervision and participation of employees in the administration is a high level with an arithmetic average (2.43),

Societal appreciation is an average level with an arithmetic average (2.21),

Promotion and career advancement intermediate level with an arithmetic average (2.17),

Safety and job stability are an average level with an arithmetic average of (1.96).

The overall average of the total dimensions of the quality of life "function" (2.07) was an average level. Which makes us reject the first hypothesis of the study.

This is consistent with the results of Abdel Razek's 2015 study on the quality of the career of social workers and its impact on the high level of satisfaction of social workers, as it came at an average level.

The second hypothesis: the level of job alienation among hospital staff in the wilaya of Tiaret is high.

The previous table No. (10) shows the level of job alienation among hospital employees (study sample) and it was a low level, with an arithmetic average of (1.56). The indicators came in order: emotional stress is an average level (1.80), followed by personal inachievement a low level with an average of (1.51), followed by inhumanity and dullness of feelings a low level with an average of (1.38). Which makes us reject the second hypothesis of the study.

This is consistent with a study (2015, Shantz and others) in the two dimensions (emotional stress, personal achievement). While the study (Al-Khawaldeh 2005) differed in two dimensions (emotional stress is high and emotion dullness is moderate).

The third hypothesis: There is a statistically significant relationship between the dimensions of the quality of career life (physical and moral work environment, organizational and functional work environment), and the level of job alienation.

Table (12) shows the regression analysis of the relationship between quality of career life and job alienation.

Independent variable		Regression coefficient	T .test	F .test	R	R 2
Quality of Career Life	Material and moral work environment	0.232	2.026**	4.100**	0.232**	0.054
	Organizational and functional work environment	0.158	1.359**	1.845**	0.158**	0.026

** Significant at 0.01 * Significant at 0.05

Illustrated from the previous table

* The correlation coefficient between the independent variable and the quality of career life (physical and moral work environment, organizational and functional work environment and the dependent variable of job alienation is 0.231, 0.157, which is statistically significant at the level of (0.01), which indicates a significant inverse correlation between the quality of career life and job alienation.

* The results of the "F" test for the independent variable quality of career life (physical and moral work environment, organizational and functional work environment) (4,099, 1,844) indicate the significance of the regression model, where the value of the coefficient of determination was (0.053, 0.025), meaning that the quality of career life (physical and moral work environment, organizational and functional work environment explains (5.3%, 2.5%) of the total change in job alienation. This may be due to other variables affecting job alienation that are not addressed in the current research.

The third hypothesis of the study is thus accepted.

This is consistent with the results of previous studies (Ghanem 2006) and the study (Al-Nasser and Behery, 2015) and explains what previous studies have confirmed that organizational factors and the nature of work are more important in job satisfaction and alienation than personal factors. Organizational factors are the most important predictors of burnout and job dissatisfaction, as workers in large bureaucracies are the most vulnerable to job burnout, where the important role played by the organization's culture, climate and structure.

Fourth hypothesis: There are statistically significant differences between the levels of quality of career life and job alienation among hospital employees in the wilaya of Tiaret due to demographic variables (gender, occupation, marital status, experience).

Table 13 Measuring the differences between the studied group of the quality of life variable using T.test

Quality of life with variables		Average	Standard deviation	T value	Morale level	Significance
Sex	male	2.14	0.26	3.060	3.060	Non-function
	Female	2.05	0.22			
Marital status	Single	2.02	0.21	1.249	1.249	Non-function
	married	2.08	0.33			

It is clear from the previous table: There were no statistically significant differences at the level of (0.05) between the averages of the responses of the surveyed group on the quality of career life among health staff, attributed to the variables of gender and marital status. This may be due to the similarity of the nature of the work, which confirms the impact of organizational characteristics on the quality of career life, more than personal characteristics. The fourth hypothesis of the research is therefore rejected, with respect to the independent variable quality of career life.

Table 14

Measuring the differences between the studied group of the quality of life variable using the One-way ANOVA test

Quality of life with variables		Average	Standard deviation	F value	Morale level	Significance
Function	doctor	2.21	0.33	0.491	0.688	Non-function
	nurse	2.06	0.35			
	Administrative	2.12	0.38			
Experience	Less than 5 years	1.93	0.04	1.182	0.324	Non-function
	From 6 to 15 years	2.05	0.21			
	More than 16 years	2.06	0.26			

It is clear from the previous table: There were no statistically significant differences at the level of (0.05) between the averages of the responses of the surveyed group on the quality of career life among health employees, due to job and experience variables. This may be due to the similarity of the nature of the work, which confirms the impact of organizational characteristics on the quality of career life, more than the characteristics of position and experience. The fourth hypothesis of the research is therefore rejected, with respect to the independent variable quality of career life.

Table 15

Measuring the differences between the studied category of the functional alienation variable using the T.test

Functional alienation with variables		Average	Standard deviation	T value	Morale level	Significance
Sex	male	1.52	0.33	1.423	1.423	Non-function
	Female	1.61	0.31			
Marital status	Single	1.94	0.30	3.943	3.943	function
	married	1.54	0.31			

It is clear from the previous table that there are no statistically significant differences in the feeling of job alienation among public hospital employees, due to gender variables, and this differs with the study of (Ghanem 2006) as well as the study of (Valikhani) that alienation is significantly related to gender.

It is clear from the previous table that there are no statistically significant differences according to the social status of employees in favor of the category of (married) and found less functional alienation than (single), which was confirmed by a study (Al-Nasser and Behery, 2015) that married employees generally report lower levels of disability, loss of meaning, loss of standards, social isolation and self-alienation than unmarried employees.

Table 16

Measuring the differences between the surveyed group of the functional alienation variable using the One way ANOVA analysis test

Functional alienation with variables		Average	Standard deviation	F value	Morale level	Significance
Function	doctor	1.66	0.31	0.630	0.013	function
	nurse	1.55	0.33			
	Administrative	1.72	0.37			
Experience	Less than 5 years	1.52	0.31	0.113	0.014	function
	From 6 to 15 years	1.56	0.35			
	More than 16 years	1.66	0.40			

It is clear from the previous table that there are statistically significant differences according to the job of the employees in favor of the category (doctor and nurse) and found less functional

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alienation than (administrative). This was confirmed by a study (Al-Nasser and Behery (2015) that medical and nursing staff generally report lower levels of disability, loss of meaning, loss of norms, social isolation and self-alienation from administrative staff.

This may be due to the quality of the work itself, the work of the doctor and nurse is considered more humanitarian work than administrative, and this is due to the pressures of administrative work, where the administrator works daily for 8 hours, or the doctor and nurse they work in another system.

This may be due to similar business rules within those institutions. Shantz and others (2015) argue that organizational factors are more important in the quality of career and career alienation than personal factors, where the organization's culture, climate and structure play an important role. There is also significant evidence that a supportive work environment will help reduce or counteract alienation (81.2015, Shantz and others).

- The mean of job alienation as a whole was (3,140), with a general standard deviation of (0,966), which indicates that employees in public hospitals suffer at an above-average level – from their job alienation through loss of power, loss of meaning, loss of standards, social isolation, and self-alienation. Especially that the value of the general arithmetic mean of these practices is higher than the hypothetical average (3) according to the scale followed (Likert).

- The loss of meaning comes first, while the loss of norms comes second, and for social isolation it ranks third, while the alienation of self and then the loss of power came in late ranks, achieving fourth and fifth place respectively.

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