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In Human Resources Management

The impact of occupational health and safety programs on job stability: a case study of the N'GAOUS Company.

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(Assala and Maroua Hadil).

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Abstract:

The topic of health and safety is one of significant importance, which has garnered the attention of many institutions due to its substantial impact on the continuity of the organization and the stability of its employees. This study aims to identify the impact of occupational health and safety programs on achieving job stability among the workers of the N'GAOUS institution. The study utilized a quantitative approach to reach its conclusions, using the SPSS program to analyse the data from the questionnaire designed for this purpose.

The study arrived at a set of results, showing that the workers at N'GAOUS institution accept the periodic maintenance of machinery and equipment by the organization and administration, given its great importance. The study also revealed a lack of availability of safety equipment, indicating the importance of improving working conditions and organizing training courses and guidance lectures on risks and safety procedures. These efforts are expected to enhance workers' satisfaction and sense of security, thereby leading to increased job stability

Keywords: occupational health and safety programs, job stability, occupational accidents, occupational diseases, safety equipment.

ملخص

يعد موضوع الصحة والسلامة من المواضيع المهمة التي استدعت اهتمام العديد من المؤسسات لما له من أثر كبير على استمرارية المؤسسة واستقرار الموظفين فيها، تهدف هذه الدراسة إلى التعرف على تأثير برامج الصحة والسلامة المهنية في تحقيق الاستقرار الوظيفي لدى عمال مؤسسة نقاوس. اعتمدت الدراسة على المنهج الكمي للوصول إلى النتائج، حيث تم استخدام برنامج SPSS في تحليل بيانات الاستبيان المصمم لهذا الغرض، توصلت هذه الدراسة إلى مجموعة من النتائج، حيث تبين وجود قبول من طرف عمال مؤسسة نقاوس لإجراء الصيانة الدورية للآلات والأجهزة من قبل المؤسسة والإدارة، وذلك نظراً لأهميتها الكبيرة. كما أظهرت الدراسة وجود نقص في توفر وسائل السلامة، مما يشير إلى أهمية تحسين ظروف العمل وتنظيم دورات تدريبية ومحاضرات توجيهية حول المخاطر وإجراءات السلامة. هذه الجهود من شأنها تعزيز رضا العمال وشعورهم بالأمان، مما يؤدي بدوره إلى زيادة في الاستقرار الوظيفي.

الكلمات المفتاحية: برامج الصحة والسلامة المهنية، الاستقرار الوظيفي، الحوادث المهنية، الأمراض المهنية، معدات السلامة.

Résumé :

Le sujet de la santé et de la sécurité est d'une importance capitale, ce qui a attiré l'attention de nombreuses institutions en raison de son impact considérable sur la continuité de l'organisation et la stabilité de ses employés. Cette étude vise à identifier l'impact des programmes de santé et de sécurité au travail sur la stabilité de l'emploi parmi les travailleurs de l'institution N'GAOUS. L'étude a utilisé une approche quantitative pour parvenir à ses conclusions, en utilisant le programme SPSS pour analyser les données du questionnaire conçu à cet effet.

L'étude a abouti à un ensemble de résultats, montrant que les travailleurs de l'institution N'GAOUS acceptent la maintenance périodique des machines et équipements par l'organisation et l'administration, compte tenu de son importance capitale. L'étude a également révélé un manque de disponibilité des équipements de sécurité, indiquant l'importance d'améliorer les conditions de travail et d'organiser des cours de formation et des conférences de sensibilisation sur les risques et les procédures de sécurité. Ces efforts devraient améliorer la satisfaction des travailleurs et leur sentiment de sécurité, conduisant ainsi à une plus grande stabilité de l'emploi.

Mots-clés : programmes de santé et de sécurité au travail, stabilité de l'emploi, accidents du travail, maladies professionnelles, équipements de sécurité**.**

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Introduction

General Introduction:

The human resource is a basis to the success of any organization, as it represents the vital element which all activities and operations of the organization are based. Many theories and studies that show the extent of its importance, so it became necessary to preserve it, particularly in terms of their safety and health within the organization to avoid any losses or damages, and provide a safe working environment that motivates them to continue in the organization.

Through history, workers have been exposed to various risks and injuries in the workplace due to several factors and reasons. These risks have increased with the expansion of focus on machines in production, which generated a sense of discomfort, insecurity, fear, and anxiety in work environment; this is due to the lack or insufficient availability of protective equipment and measures to prevent accidents and occupational diseases. According to studies in this field, the workers sense of security, mental comfort, and reassurance in their work depends on the extent to which the organization provides appropriate working conditions from equipment that ensures their safety and needs.

Occupational health and safety programs are an important element in the life of the organization because they play a significant role in preserving the human resource and its stability.

The stability of workers in the organization reflects the trust, satisfaction, and commitment the feel towards the work environment and their roles within it. Maintaining job stability has become increasingly important for both workers and managers.

Our research is about "The impact of occupational health and safety programs job stability". The essence of the study lies in exploring how implementing occupational health and safety programs influences job stability within organizations. Based on this, the primary research question can be framed as follows:

- What is the impact of occupational health and safety programs on achieving job stability?

In addition, from this Question, these sub-question stem:

Sub-questions:

1. Does the use of safety equipment affect job stability?
2. Does improving working conditions have an impact on job stability?
3. Does training and guidance have an impact on job stability?
4. Does machine maintenance have an impact on job stability?

The reasons for choosing the topic:

- Due to the significant importance of the topic: Occupational safety and employee health are top priorities in any organization.
- To understand the risks that an employee might be exposed to.
- To understand the importance of the employee in the institution and how to maintain their safety and security.
- To understand whether employees prefer working in a safe environment.

The study objectives:

- To uncover the role of occupational health and safety programs in enhancing and achieving job stability within the N"GAOUS institution.
- To clarify the significance of the security aspect in institutions.
- To understand the level of employees' experience and knowledge regarding safety procedures in the institution.

Significance of the Study:

The significance of this study, "The Impact of Occupational Health and Safety Programs on Job Stability," for the employees of N'GAOUS lies in highlighting the crucial role these programs play within the institution. They help increase job satisfaction among employees, which in turn enhances their job performance. This positively impacts the institution by increasing employees' loyalty and commitment, which usually reduces employee turnover and boosts worker productivity.

The research limits:

Are related to several aspects; temporal; spatial and human.

1. Spatial limits: concern the application of the study to the N'GAOUS organization.

2. The temporal limits: concern the practical application of the study in the second semester 2023-2024.
3. Human limitations are limited to a group of employees in different sample workshops studied using a questionnaire as a mean of data collection and analysis to achieve the desired results.

Chapter One: theoretical framework

❖ Chapter Introduction:

Increased interest in the health and safety of workers and their job stability, as they are considered the most important reasons for the success and sustainability. Occupational health and safety programs include multiple policies and procedures aimed at protecting workers from injuries, accidents, or occupational diseases, as well as promoting their well-being and comfort.

In this chapter, we will provide a comprehensive overview of occupational health and safety, its programs; objectives; importance; procedures and obstacles, as well as for job stability concepts; manifestations; obstacles, and its relation with occupational health and safety.

1 Literature review:

The study of Hanan Ali Moussa and Bokhmakhem Abdel Fattah 2011: The impact of occupational health and safety on productive efficiency in industrial organizations, the study aimed to find out the impact of work accidents and occupational diseases on productive efficiency in the Algerian organization Henkel. The study carried out by calculating the costs resulting from occupational accidents and diseases, using a descriptive, analytical and statistical approach. Using interviews, observations, reports, and records. The results of the study showed that the costs of work accidents and occupational diseases lead to a decrease in productivity, and some suggestions made: We must pay attention to occupational health and safety and apply a strict penalty system for those who violate the rules of occupational health and safety. (Boukhmkhm Abdulfatah, 2011)

The study of Alijah Hajj Mohammed 2018: (The importance of occupational safety and health in improving the performance of workers). It aimed to show the importance of providing institutions with occupational health and safety programs and standards in raising the level of performance of workers, as it focused in its study to present all the concepts and elements that contribute to preventing the risk of work accidents through both safety and occupational health. The results of this study showed that work accidents and a poor and unsafe work environment have a negative impact on the performance of workers in particular and the organization in general. (Mohamed, 2018)

The study of Hamady Bensmain Lamia 2022: "occupational safety programs and their impact on job satisfaction ". The aim of this study is to know what is the impact of occupational safety programs on job satisfaction at the K company for irrigation and building works Telmcen . Knowing the organization pay attention to protect their human resources from work accident and disease. Using the descriptive analytical method to describe the subject of the study from both quantitative and qualitative sides. A questionnaire distributed over 250 worker. The Study results showed that the workers agree that the rules of health and safety guarantees their rights as workers ,and also agree with penalties for those who do not committed to the use of safety methods in order to protect them. The workers was touched by the fact that the company care about their safety by using protection programs and they have a positive feeling about it, the more they feel safe the more they are satisfied with their job . (Lamia, 2022)

The study of benchiha kada hichem2023: this study explores the role of occupational health and safety standards in improving employees performance in companies. This study relied on descriptive research design from the quantitative approach, with a sample of 120 employees from 240 workers from agricultural equipment company in Sidi Bel Abbess, 110 questionnaires were retrieved out from 120 questionnaires disturbed to workers. By using SPSS, the results showed that there is a statistical significant effect of occupational health and safety policies on employee performance, the success and development of any institution is not only to their economic and competitive goals, but also with social and environmental goals. It is important to emphasize the importance of occupational health and safety in maintaining the elements of production, particularly the human element, which is the pillar of any business. (Hichem, 2023)

Sabah Ibrahim 2016: The role of occupational security and stability in reducing work pressure, the study aimed to identify the level of job security and stability and job pressure, and the impact of job security and stability on work pressure. This study was conducted on three categories: Administrative leaders; teaching staff; teaching assistants, numbering 2620. The sample size amounted to 336, by survey method, where the researcher relied on the descriptive method so that the results of the study are as follows: -There is a significant negative effect of job security and stability on job stress:

-There is a statistically significant negative effect of job security and job stability on work stress for all study groups. The researcher made recommendations, which was the need to give members a sense of value. (Alouch, 2016)

The study of Tawil Hassouna and Mubaraki Safaa 2021: The impact of job stability on employee morale: This study aimed to identify the impact of job stability on morale from the perspective of administrative staff, a questionnaire consisting of 32 paragraphs was used, distributed to a sample of 168 individuals in a group of administrative institutions. The results of the study were as follows; there is a significant impact of job stability on morale at the level of $A \leq 0.05$. A set of recommendations were proposed, such as the need for the organization to emphasize providing a suitable work environment and the need to continuously improve the performance of employees to influence their stability. (TAWIL Hassouna, 2021)

The study of Rabih bin Al-Murr Al-Dhahabi, Khalifa bin Ahmed, Ahmed Mohammed, Mohammed Al-Riyami 2022 : The study aimed to identify the role of job stability in enhancing the self-efficacy of employees in the Directorates of Education in the Sultanate of Oman, using a questionnaire consisting of 52 items distributed in three sections: Demographic Data; Job Stability; Self-Efficacy. A random sample of 580 employees was applied. The results of the study were as follows:

•The level of stability among employees is high.

•The level of self-efficacy is high.

•There is a positive and statistically significant correlation between the dimensions of job stability and self-efficacy. (Rabih Bin Al-Murr Al-Dhahabi, 2022)

The study of Dahbia Sayed Ali 2022: The importance of job stability and strategies to maintain it in the Algerian organization. This study aimed to clarify the concept, manifestations, importance and obstacles to job stability and strategies to maintain it as a very important factor for organizations. The study showed that to improve the organization must take care of the human resource by providing the appropriate environment to practice his job. Paying attention to work needs and satisfying social and psychological needs. (Dahbia, 2022)

The Study of Ahlam Thamri and Mohamed Alsaid Djawal 2023: The role of occupational health and safety system in reducing the phenomenon of job leakage, a study was conducted to explore the role of implementing occupational health and safety (OHS) systems, procedures, and programs in reducing job turnover among workers at the High Plateau Tannery in Djelfa. The study sampled 65 workers out of 100, utilizing questionnaires distributed randomly among various tannery workers. The study yielded several findings:

- There was no significant correlation between the study dimensions due to workers' necessity to work given the lack of alternative job opportunities, regardless of the presence or absence of an OHS system, which suggests the need for a deeper analysis. Based on these findings, recommendations were proposed for the tannery, including the necessity to establish an OHS system and periodically evaluate it. Additionally, there is a need to promote a culture of prevention among workers and raise awareness about its importance. (THAMERY Ahlam, 2023)

Hypotheses:

Occupational health and safety programs affect the job stability of employees in N'GAOUS Company.

Sub-hypotheses:

- There is a statistically significant impact for the use of safety equipment in achieving job stability.
- There is a statistically significant impact for the improving work conditions in achieving job stability.
- There is a statistically significant impact for training and guidance in achieving job stability.
- There is a statistically significant impact for the maintenance of machines in achieving job stability.

2 Conceptual framework:

2.1 Occupational health and safety

2.1.1 Definitions:

- Occupational health and safety in generally defined as a practice that intends to protect workers from the dangers of their professions, whether physical; psychological ;physiological; through the development, implementation and follow up of an appropriates security and protection programs which aims at preventing and reducing the number of accidents and injuries in workplace . (aqili, 2005)

- Occupational safety is protection of workers from injuries caused by occupational accidents. Occupational health it means that workers are free of related physical and psychological diseases. (bernouti, 2001)

- Practicing many activities in purpose of protection the elements of production, particularly the human element within the organization, from occupational accident, by creating suitable physical and psychological conditions for workers for preform their jobs with high productivity. (moussaoui, 2004).

- According to the previous definitions, it can be said that: Occupational health and safety is the promotion and maintenance of the highest degrees of physical, mental and social well-being of workers in work places. Moreover, preventing illness and injury by recognizing and identifying hazards and risks.

2.1.2 Occupational health and safety theories:

There are three theories of occupational safety.

- **First theory:** Maslow's hierarchy of needs theory. This theory is based on the fact that human needs are many and must be fulfilled whenever one is fulfilled. Categorized into a five-tier pyramid, arranged in order of priority. Starting with physiological needs such as: food, clothing and others, then security and safety needs (physical, functional…).Where when a person feels safe and secure from any danger he may be exposed to, he can continue to strive to achieve

his other needs, then social needs; and self-affirmation needs. Some believe that the security and safety needs of the working person are the most important and strongest, the theory assigns significant importance, 70%, to safety and security needs in the hierarchical order, underscoring their relevance for individuals in the workplace. (Abdulhak Hamdi, 2021, p. 1266)

Figure 1: Maslow's pyramid of needs.

Source: (quizelt.com, 2024)

- **Second theory:** Herzberg's factor theory According to this theory, human needs can be divided into:
- Circumstances and external factors, which are present in the external work content more than the work itself, such as administrative policies, working conditions, relationships with colleagues and officials, job security and the worker's personal life, the absence of these factors may lead to stress, dissatisfaction and issues at work. Looking at these factors, we can see that they are related to the physical, psychological and social well-being of the worker.
- Motivational factors, which are specifically related to work and their availability increases worker satisfaction and motivation, such as recognition, achievement, responsibility, these factors have an impact on safety, even if indirectly. (Abdulhak Hamdi, 2021, p. 1266)

- **Third theory :** Henri Fayol's theory of administrative organization: Henri Fayol developed a division of the organization's functions into six functions that complement each other, namely administrative, technical, commercial, financial, security, accounting, his contribution emerged in transferring the security function from a job defended by unions to an administrative function that has the same importance as other jobs. Fayol was the first to explain the importance of the

security function as its goals of protecting human resources leads to an increase in the level of productivity. (Abdulhak Hamdi, 2021, p. 1267)

2.1.3 Occupational health and safety standards:

OHSAS18001: Occupational health and safety assessment series, issued in 1999, it was an international standard for occupational health and safety management systems that was subsequently adopted as a British standard, this standard is integrated between OHSA standard and ISO 9001 Quality Management ISO 14001. OHSAS 18001 is so widespread in the world that some refer to it when they mean ISO 18001. The Authorized Version is the 2007; it covers all the requirements of any occupational health and safety management system. (Al-ayachi Zerzar, 2019)

Figure 2: OHSAS 18001.

Source: (trefisoud.dz , 2024)

ISO 45001: In continuation of international efforts to issue an ISO standard for occupational health and safety, work on the ISO 45001 standard began in 2014, and a draft of it was published in 2016. In March 2018 the new 45001ISO standard was published, organization that obtained the 18001 OHSAS certificate faced a challenge as they needed time to upgrade to the ISO 45001 certificate, which was determined by March 2021. To replace the OHSAS 18001 standard with the new ISO 45001 standard.

ISO45001: is the international standard that defines the requirements for a work health and safety management system with guidelines for its use in order to enable the organization to proactively improve the performance of the occupational health and safety system in terms of preventing injuries and health issues. (Al-ayachi Zerzar, 2019, p. 41)

Figure 3: ISO45001 history

Source: (fold training , 2024)

2.1.4 Occupational health and safety objectives and importance:

2.1.4.1 Objectives:

Occupational health and safety involve protection from occupational diseases, as well as safety within the work environment and associated risks. All these factors serve as the objectives of occupational health and safety: (Hedar, 2011-2012)

This means they should achieve the following:

- Protect the human workforce, also known as the involved working environment.
- Saving the health and lives of workers in the workplace
- Protection and development of skills, expertise and disciplines.
- Raising the technical level of workers through exercise and continuous training.
- Identify and manage performance methods with minimal effort and low risks.
- Protect production elements as mandatory objectives for all direct and indirect workers.
- Reduce production costs while increasing output and attempting to minimize differences in raw materials as much as possible.
- Instil confidence in economic institutions and encouraging them continuously.

- Contribute in the development of the national economy.

2.1.4.2 Importance:

- Reducing workplace costs, effective management ensures that the work environment avoids many of the problems of accidents and occupational health issues. These accidents cause many material and moral costs for the organization, including compensation payments to workers and disruptions to work.

- Providing a healthy and safe work environment is because the Department is responsible for providing to ensure a suitable place free from risks that could harm employees during their work. This responsibility has become increasingly crucial, in the light of technological development, especially in industrial enterprises.

- Ensuring an appropriate work system includes providing protective devices, equipment, and maintaining systematic records regarding any injuries, accidents, or diseases.

- Minimize the psychological effects of accidents and industrial diseases are essential, as their impact extends beyond the material aspects of work to the feelings of workers within the organization and the customers they interact with.

- Identifying sources that threaten resources and determining preventive measures through the provision of safety requirements such as clothing and protective materials is crucial for minimizing harm.

- Strengthening human relations between department and workers by providing protection and care makes them feel they are important and build bridges of cooperation between them and their departments.

- Effective management creates a good occupational and health safety environment, contributing to a positive reputation for the organization against competitors. This reputation attracts competent individuals and retains the best talents. (Khaledi, 2016)

2.1.5 Occupational accidents and diseases:

2.1.5.1 Occupational accidents: According to Article 6 of Law 83-13 on occupational accidents and professional diseases, a work accident defined as results of sudden and external bodily injury caused in the context of the employment relationship**.**

- An incident or event without insight or expectation, resulting in some kind of harm to a person and damage to equipment and property. (Hanfi, 2002)

2.1.5.1.1 Causes of occupational accidents:

- **External reasons**: Related to the work environment and organization

- **Temperature:** Scientific research has proven that the temperature at which a worker works can cause accidents and injuries, as in moderate temperatures the accident rate is low, and increases when it rises, and also in high temperatures not only the number of accidents increases, but also the severity of their severity. (Taha, 2006, p. 295)

- **Lighting:** Many studies have proven that production increases and fatigue decreases if the factory has good lighting, and that the intensity of lighting and clarity of vision have a relationship with the low or high rate of accidents. A good lighting helps to provide a safe working environment; efficient and comfortable seeing; reduce losses in visual performances. Regarding some less tangible factors associated with poor illumination are important contributing causes of industrial accidents. These can include visual fatigue, it self may be a causative factor in industrial accidents. (Dahbia, 2022, p. 424)

- **Noise:** defined as unwanted sound. Sound is any pressure variation or a stimulus that produces a sensory response in the brain. The compression and expansion of air created when an object vibrates. Noise has a bad effect on the individual, the stronger it is, the more it leads to a lack of production and reaching the stage of stress, as loud sounds annoy humans more than quiet ones, and irregular and intermittent sounds annoy more than regular and complete ones. (Oweida, 1996, pp. 24-25)

Table 1: Intensity and exposure of noise table.

Noise intensity dBA	Daily exposure time
90	8 hours
95	4 hours
100	2 hours
105	Hour
110	½ hour
115	¼ hour

Source: Gulf Academy of Occupational health and Safety and Quality

- **The nature of the work**: The physical effort made by the worker contributes to the exposure to accidents, as some studies have proven that the rate of accidents is higher for workers who do muscular work.

- **Internal causes**: Personal and related to the worker.

- **Gender**: Meyer mentioned in his talk about the relationship between fatigue and the commission of accidents between the sexes, where the rate in females is higher than that of men.

- **Age and experience**: The rate of accidents decreases as the length of employment in the organization increases, and the rate of injury among new employees is high, as some studies have proven that accidents decrease as the worker's experience in the organization increases. (Rabie, 2010, p. 212)

- **Fatigue:** It is certain that extreme fatigue causes an increase in the commission and occurrence of accidents.

Mental health and mood: Hersey's research has confirmed that extreme stressful situations can increase the rate of work accidents, as anger and other emotional states can reduce cognitive functions and distance them from solutions. (Hamdi Yassin, 1999, p. 200)

2.1.5.2 Occupational diseases:

- According to Article 63 of law No. 83-13, that occupational diseases all symptoms of poisoning, rot, and malaise attributed to a professional source or cause. (Law No: 83-13 related to work accidents and occupational diseases, 1983)
- Those are diseases that an individual develops as a result of their work or occupation; the injury can be the result of exposure to various harmful factors, which may be chemical, physical, biological, carcinogenic or mechanical. (selmi, 2019, p. 17)

There are many occupational diseases that been categorized in tables called occupational disease tables, and each country has its own tables.

2.1.5.2.1 Proving occupational disease:

- Proof that the work environment has hazards that cause occupational diseases.
- Prove that the disease caused by work hazards by comparing the initial and periodic medical examinations.
- The worker must been exposed to the hazard for a sufficient period for the disease to occur.
- The disease must listed on the schedule of occupational diseases.
- If the first three conditions met and the disease not classified in the occupational disease tables, it is not considered an occupational disease, but rather a disease of an occupational nature and the worker is not entitled to compensation in the event of contracting it. (Boukhmkhm Abdulfatah, 2011, p. 10)

2.1.5.2.2 Causes of occupational diseases:

Occupational diseases are caused by physical, chemical and biological factors

- Physical (natural) factors are those present in the work environment, which affect the worker as a result of their natural properties, especially if they are at inappropriate levels, the most important of which are: Light, noise, heat, humidity, ventilation, vibration, radiation, and electricity.
- As for chemical factors: Which comes due to the use of various chemicals in industry, which are dangerous to the health of the worker. Such as Acid, special cleaning tools and others.

- Biological factors are caused by bacteria and viruses, as they are transmitted from organic sources to humans or from humans to humans or animals. Biological hazards can be transmitted to a person through: Inhalation ,Injection, Ingestion, Contact with the skin (Djamil, 1981, p. 80)

2.1.5.2.3 The important of differentiation between occupational and normal disease:

It is important to distinguish between occupational disease and ordinary illness in terms of branches. Algerian legislation subjects occupational diseases to the branch responsible for work-related injuries and occupational diseases, while ordinary illness falls under the branch of sickness and maternity. Regarding authorization, the duration of benefit differs between them. For occupational disease, the benefit period extends from the day of diagnosis to recovery, commencement of pension, disability, or death without being restricted to a specific period. As for procedures, if an employee is afflicted with an illness entitling them to compensation, they must notify the Social Security Authority of that illness. (Nadra, 2016)

2.1.6 Occupational health and safety programs and their application:

An OHS program defined as the plans made by the organizations for a professional sector, to protect and prevent the workers from various dangers that can threat their lives. (Lamin Wadi, 2015, p. 149)

- To implement these programs, you need means such as : (Herrairiya, 2017, p. 4)

Education and awareness:

We mean the development of preventive awareness among workers, managers and individuals in the field of occupational safety.

National legislation for occupational safety and health: The existence of laws to preserve, prevent and ensure safety and health to ensure their application and follow-up implementation plays an important role in defining rights and duties, dividing responsibility, clarifying the correct method of practicing the profession and the necessary conditions to be provided in the work environment.

Training:

Teaching and training the workers on health and safety procedures and the correct and safe way to perform their work, ensuring protection, prevention and security from the risks to which they may be exposed through the acquisition of health and preventive culture.

Inspection and monitoring:

- Visits to inspect the implementation of the provisions of the law and the decisions issued pursuant to it.

- Investigate work accidents to discover the causes and put precautions to avoid them.

- Checking protective devices and means. (Lamin Wadi, 2015)

2.1.7 Barriers to occupational health and safety programs:

- Workers' resistance and refusal to adhere to these programs.

- Workers dislike safety procedures and precautions because they feel that they limit their freedom.

- The workers' lack of awareness regarding the importance of using safety and occupational health tools and equipment.

- Rising prices and costs of occupational health and safety equipment and tools.

- Workers' unwillingness to wear protective clothing and equipment because they feel it lowers their level. (faleh, 2004)

Figure 4: Occupational safety equipment.

Source: (xaperni, 2024)

2.1.8 Occupational health and safety programs procedures:

Occupational safety procedures consist of: (Bilal, 2007, pp. 98-115)

- Improving working conditions: working conditions are the most important sources of accidents, so it is advisable to improve them to reduce work risks, it is considered one of the most important OHS measures, as attention to them helps to reduce accidents and minimize risks.
- Use of occupational protective equipment and means: the authority responsible for managing human resources in the organization must ensure the use of protective equipment and means to protect workers from injuries. They should also maintain all machinery and equipment and provide fire supplies.
- Accident preventing training: individuals must learn some new methods of behavior in the field of accident preventing, so training aimed at reducing accidents.
- Providing first aid and medical assistance: labor medicine is one of the most important components of the occupational safety system in the organization because it aims primarily to protect workers from accidents.
- Regular maintenance of equipment and machines: lubrication, replacement, and maintenance of machines. Contributing to their proper layout, and modifying them to occupy less space to conserve work force.

3 Job Stability:

Job stability is considered a fundamental pillar in building a successful and stable career path. It reflects the extent to which an individual harmonizes with their ability to adapt to challenges and changes.

3.1 Definitions:

- **P.Albou**: He defines stability as « the stability of the worker in the factory until retirement ». (Albou, 1975, p. 90)
- **Ahmed Abdul Wasi:** define**s** it, as «The worker should always feel safe and protected in his work and work to ensure his reasonable freedom from fear, as long as the procedures taken for his employment are sound steps and his production does not cause concern. and comfortable and ensure his stability by motivating him and his freedom and ensuring his industrial security and promotion» (AbdulWasi, 1973, p. 81)
- **Elton Mayo:** defined job stability as making the worker always feel safe, preventive in his work. Moreover, to ensure stability through his motivation, freedom, industrial security and his promotion.
- **Ibrahim Dib:** Job stability means a sufficient level of availability necessary for the smooth operation, ensuring the cod security of both the organization and its employees, the continuity of operations and protection against various fluctuations or shocks. (Dib, 2006, p. 84)
- According to the previous definitions: Job stability means the employee's continuation in the organization until retirement. Job stability is influenced by several factors such as salary, job security, working conditions, among others. Job stability is of great importance for both the employee and the organization. For the employee, job stability provides financial and social security and contributes to building a stable and progressive career path. For the organization, job stability enhances continuity and operational stability.

3.2 Job stability manifestation:

1. **Workplace Relationships:** If a worker feels that his rights are protect, whether with management, colleagues, or the union, pushes the worker to integrate more into the work

environment. Conversely, if they are dissatisfied, it may lead to alienation from the work community.

2. **Psychological Comfort:** An internal expression resulting from the worker not being exposed to any penalties in the organization, that could affect the worker psychologically, leading to retaliation through indifference, sabotage, or absenteeism, this reflects negatively on production within the organization. (Fahmi, 1976)

3. **Reduced Absenteeism Rates:** A worker's attendance and punctuality are considered as an indicator of his satisfaction with his work and stability in the organization. (Farouk Belaabas, p. 264)

4. **Decrease in Accident Rates:** The low rate of accidents is a positive indicator of job stability in the organization, as the industrial atmosphere is responsible for increasing or decreasing accidents rates. It necessary to provide suitable conditions to minimize work-related injuries, including providing professional safety equipment and educating workers about health and safety procedures. This achieved through the establishment of an industrial security department, from which the worker feels that management cares about his security and health, leading to job satisfaction and stability.

5. **Fewer Complaints and Grievances among Workers:** The scarcity of complaints and grievances is the greatest evidence of workers' satisfaction with their work and their stability in it. And it is considered an important indicator of justice and equality, as well as the orderly conduct of work raises the morale of workers, and increases their enthusiasm to improve productivity and achieve job stability. (Fahmi, 1976)

3.3 The obstacles to job stability:

- **Many complaints:**

The many complaints indicate the job instability of the worker in the organization may be due to an honest feeling that actually occurred or due to delusions and psychological disorders through which the worker seeks to defend himself, perhaps because he feels that he is not accepted by others, which results in his dislike of his work environment. The many complaints that are submitted to supervisor or management or unions regarding instability and existing problems should be carefully addressed and studied to prevent any complications that may negatively affect the organization and its integrity. (Elghafar, 1997)

Table 2: Table of workers complaints.

Number of workers	Complaints
18	Insufficient wages
14	Insecurity
18	Difficulty of work
08	Lack of promotion opportunities
08	Unfavorable working hours

Source: (Elghafar, 1997)

- **Turnover** :

Refers to the rate at which members leaving an organization in a given period of time .This usually studied in relation to various factors such as the nature of supervision and job satisfaction. (labssir, 2001-2002, p. 86)

- **Strike**

Its considered one of the more extreme measures that workers resort to in order to assert their will and enforce their demands. It is not violent, but relies on strength and can be seen as a form of absenteeism where workers do not perform their duties despite being present at the workplace. Striking workers typically oppose overall conditions rather than specific details. (labssir, 2001-2002)

- **Malingering** :

Occurs when an employee seeks to escape from unsatisfactory or unstable work conditions by feigning illness. They may report symptoms of medical disorders, sometimes linking it to his demands to improve or change his working conditions. (Rajeh, 1965, p. 292)

- **Indifference and sabotage:**

Towards the property of the organization, indicate instability among the workers, as they intentionally sabotage machinery, equipment, and tools for production, as well as theft, betrayal, forgery, and the disclosure of professional secrets.

3.4 The importance of job stability:

For the worker:

Work has a great role in achieving social security in its material and moral aspects, as through it individuals seek to achieve their goals and satisfy their needs and desires, Remaining in one's job and being stable in it results in positive implications for both the individual and the organization they work for. A stable worker tends to assimilate the organization's culture and adapt to the workgroup's habits and behaviours. With the organization's culture, and is imbued with the customs, and nature of the work group, unlike the highly mobile worker who is always looking for integration and adaptation to the new behaviours of work people and the new work methods he will find. So all these unknown factors become a source of stress, anxiety, fear of the next, and discourage him.

As for the positives of a worker's stability in his job, it is professional advancement and reaching higher ranks in the progressive ladder than others, due to his experience and mastery of his work, and thus reducing the likelihood of work accidents, fatigue and fatigue. As stability increases the cohesion and cohesion of the work group, and thus lasting belonging in the organization and increasing the level of commitment in the organization and vice versa. (Dib, 2006, p. 85)

For the organization:

Due to the constant change, modernization and competition in the management and business sector, organizations require a great deal of openness, flexibility and ability to keep up with each new in their field of activity, as enlightened innovations oblige them to provide the necessary adequacy to achieve stability and balance in order to challenge competitors and continue in the market. Therefore, the stability of the organization is from the stability of the workers and vice versa. (Dib, 2006, p. 86)

3.5 Occupational health and safety programs and job stability:

Occupational health and safety programs h a vital role in enhancing the job stability of the worker through:

- Providing safe and healthy work environments that reduce the risk of accidents or occupational diseases, which makes the worker feel safe and confident in his work, and increase his stability in the organization.
- Minimizing absences, and turnover resulting from work accidents, which increases the workers persistence in their work more, and stay in it.
- Developing a sense of belonging to the organization through the application of occupational health and safety programs, where workers feel that they are the focus of the company care and concern for their health and safety, which increases the level of satisfaction and loyalty to the organization, and their stability.

❖ Chapter conclusion:

At the conclusion of this chapter, we realize the Importance of occupational health and safety programs in building a sustainable healthy work environment that encourage workers to continue to work and settle in the organization. By applying preventing measures, training and support, we can achieve an improvement in the safety and well-being of workers, as the more secure and safe the workers feels, the more stable he will be in the organization.

Chapter two:

Methodological and organizational Framework

❖ Chapter introduction:

Whatever the subject matter of the study, it requires methodological procedures to be adopted to reach positive scientific results that answer the research question posed, and it is only significant if it relies on conducting a field study through which the theoretical study is projected into the field reality.

Through this Chapter, and after we touched in the previous chapter on the theoretical concepts of occupational health and safety programs and job stability, the role of the applied aspect of the study comes, through which we try to project what was presented in the theoretical aspect to the organization

1 Presentation of the studied organization: N'GAOUS Conserves:

N'GAOUS-conserves is a remarkable company with a rich history and a strong commitment to the quality of its products. Founded in 1979, it has evolved through various stages, undergoing restructuring and privatization to become what it is today, was owned by the MAAZOUZ Group. The company plays a crucial role in processing local crops, particularly apricots and apples, in an agricultural region like N'GAOUS. The diverse range of products, from natural juices to fruity mineral waters and jams, reflects their commitment to providing a variety of quality options to consumers.

Winning the 2014 Honor Award for the best Algerian export companies outside the hydrocarbons sector is a fantastic recognition of its excellence and success in both the national and international arenas. This also highlights its contribution to the Algerian economy as a major player in the food sector.

Their national distribution network ensures the continuous availability of their products throughout the country, demonstrating their commitment to their customers. Additionally, the focus on new packaging methods displays their willingness to innovate and respond to changing market needs. The Company employs 869 workers. The total area of the company is 76,895 square meters. With a covered area of 21,620 square meters and uncovered area of 55,257 square meters. The production unit in N'GAOUS has been integrated into the public agro-industrial group, Agrodiv. (N'GAOUS CONSERVES , s.d.)

Figure 5: Logo of N'GAOUS.

Source: web site of the organization

1.1 Organization unites:

The company's production unites, including N'GAOUS unit, MANAA unit, and KHAMIS AL-Khashna unit, distributed across various locations. (Company Documents)

1.2 Capital:

The company capital amounts to 1,000,000 DZ. (Company Documents)

1.3 Certification

- The company obtained ISO9001 international quality certification in 2005. (Company Documents)

1.4 Products:

4. Prepared fruits:

- Fruit pulps
- Jams
- Fruit juice-based jellies

5. Fruit juices :

- Apricot juice

- Cherry juice
- Citrus juices
- Lemon juice
- Peach juice
- Various fruit juices
- Sweetened fruit juices
- Concentrated fruit juices

- Fruit juice-based beverages
- Fruit nectars

6. Syrups:

- Fruit juice-based syrups

7. **Soft drinks, colas, and non-alcoholic refreshing beverages (NARBs):**

- Fruit-flavoured carbonated beverages

8. **Waters:**

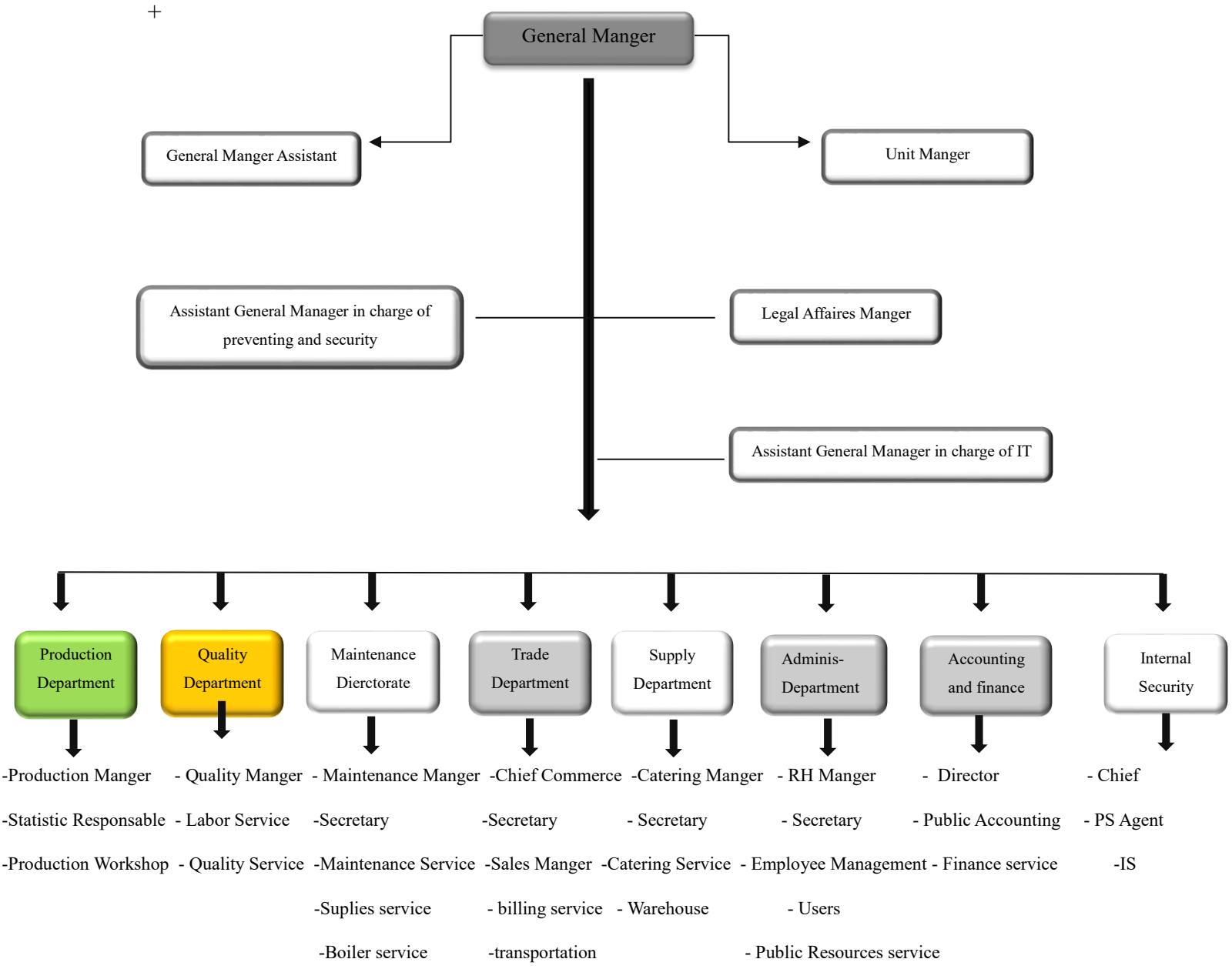
- Natural mineral water. (N'GAOUS CONSERVES , s.d.)

Figure 6: N'GOUAS Products.

Source : (N'GAOUS CONSERVES , s.d.)

1.5 Company organization chart:

Figure 7: Organization Structure.



Source : (Company Documents)

1.6 .Services and departments:

1. Production department :

- Production Manager:

- Manages production operations in all workshops.

- Plans and organises operations to ensure product quality and cost effectiveness.

- Liaises with other departments such as marketing and sales to meet market needs.

- Provides periodic reports to management on the performance of production operations.

- Accounts Officer:

- Manages the financial and accounting aspects of the production department.

- Monitors costs and prepares financial reports for the different workshops.

- Collaborates with the production manager in determining production costs and setting prices appropriately.

- Follows up on invoices and payments related to raw materials, labour and equipment.

- The production workshop:

- Juice making workshop: Turns fruits into juices.

- Bottling workshop: Filling juices into bottles or customised containers.

- Bottle making workshop: Manufactures the bottles or containers used for bottling.

- Other workshops may include juice purification processes.

These workshops work in close co-ordination and co-operation together under the supervision of the Production Manager to ensure the production of high quality products according to the required standards and with practical efficiency.

2. Quality department:

- Quality Manager:

- Oversees all aspects of product quality assurance.

- Develops quality strategies, standards and procedures.

- Develops and implements inspection programmes and periodic quality control.

- Quality Laboratory:

- Performs tests and analyses to ensure product quality and conformity to standards.

- Identifies defects and suggests necessary corrective and preventive actions.

- Participates in the development and optimisation of production processes to ensure quality and efficiency.

- Quality department:

- Monitors the quality of products and processes at various stages.

- Collects samples and performs the required tests and examinations.

- Records data and reports on product quality and important observations.

3. **Maintenance department :**

- Maintenance Manager: Manages and coordinates the overall maintenance activities in the plant. Has a role in developing strategic maintenance plans, organising and directing teams.
- Maintenance department: Maintains and repairs equipment and machinery within the factory. Its tasks can include preventive, corrective and operational maintenance.
- Annexes department: Responsible for maintaining the plant's external facilities, such as buildings, gardens, lighting and ventilation systems.
- Boiler Department: Responsible for the maintenance and repair of heating and cooling equipment and boilers within the factory.

In this way, the work in the maintenance department is effectively organised to ensure the continuity of the production process and the safety of employees and equipment.

4. **Administration Department :**

- Human Resources Manager: Establishes human resource policies and manages all aspects of human work in the organisation. This includes recruitment, training and development, performance appraisal, reward management and labour relations.

- Labour Management: This unit is responsible for attendance management, work scheduling, wage and benefit administration, and everything related to workers on a day-to-day basis.
- User Services: This unit focuses on providing support and services to employees, such as managing complaints and inquiries and organising events and recreational and social opportunities within the organisation.
- General Resources Department: This unit manages the organisation's non-human resources, such as assets, property, facilities, supplies and general services.

5. **Internal security department:**

- Head of the department: Manages the day-to-day operations of the internal security department and develops security policies and procedures. Collaborates with external security agencies when necessary and manages the security operations of the organisation.
- Security and Prevention Department: Responsible for monitoring and implementing security procedures and preventive measures such as inspection, surveillance, incident management, and detection of potential breaches.
- Internal Security: This department focuses on monitoring behaviours and activities within the organisation, investigating suspected cases and applying internal security measures such as identity management and record checks.

These units work closely to ensure the safety of the organisation and apply security measures efficiently. Their efforts are directed to provide comprehensive protection for the organisation, its employees and property from any potential insider threats. (N'GAOUS CONSERVES , s.d.)

2 Research design and methodological demarche:

Both occupational health and safety programs and job stability are important in today's organizations. Hence, the present study focuses particularly on tools and methods in purpose to reveals the nature of such tie between two concepts.

Research design can be considered as the structure of research it is the Glue that holds all of the elements in a research project together.

Research design is the plan, structure and strategy and investigation concaved, so as obtain ensured to search question and control variance. (P.V, 1995)

Therefore, the primary objective of this study is to investigate the evolution and advancement of the two variables at N'GAOUS Company.

- **Epistemology:** EPISTEMOLOGY is the branch of philosophy that deals with what can be counted as knowledge, where knowledge is located, and how knowledge increase. (Fitzgerald, 2011)

Prior to data analysis, the theoretical framework of the study and its epistemological orientations were carefully established, the questionnaire was designed based on the theoretical part, with a focus on the presumed relationship between occupational health and safety programs and job stability. Questions were selected and formulated meticulously to ensure the achievement of the research objectives and obtain analysable data. After data collection, analysis will be conducted using appropriate statistical methods, and the adopted cognitive framework will guide interpretations and conclusions. With these steps in place, the study is expected to contribute to identifying the impact of health and safety programs on job stability accurately and comprehensively

2.1 The Study Approach:

This study relies on the quantitative approach; the quantitative approach encompasses a set of standardized techniques that aid in building scientific knowledge, such as methods for accurate observation-taking, interpreting, and generalizing results. (Batcherjee, 2015)

The purpose of research relying on the quantitative approach is to test the validity of certain hypotheses related to describing a specific reality by establishing relationships between variables, measuring them, and utilizing available data to demonstrate correlation. Questionnaires and observations are essential tools in this method, where the researcher aims to remain unbiased while interpreting the data. (Al-Samaraei, pp. 34-40)

2.2 Study population and sample:

A sample is a subset of the total study population selected in a certain way and conducts the study, and then uses those results, and generalizes them to the study population. (Zerouati, 2007, p. 123)

The study population targeted by the research conducted at the N'GAOUS Institution in Batna consisted of workers in various workshops, including production, maintenance, transportation, laboratory, and others, totalling 350 workers.

- The study sample was determined to be 20% of the study population. Therefore, the study sample consisted of approximately 80 workers from various workshops. 80 questionnaires were distributed, but only 60 were returned.

2.3 Instruments of the study:

- **Observation:** is an essential method of data collecting that allows the researcher to access the necessary information related to the study topic. The type of observation used can be simple observation or what known as non-participant observation, this allows to observe phenomena as they occur naturally, without any intervention or control by the researcher, and without the use of precise measurement tools or methodologies to ensure the accuracy and relevance pf the observation.
- **Document:**

1. **Theoretical sources:** an extensive search was conducted across a spectrum of academic resources including books, journals, articles, and relevant studies that focus on the impact of occupational health and safety programs on job stability. By synthesizing insights from diverse theoretical perspectives, the research aims to enrich the theoretical framework underpinning the study and enhance its analytical depth.

2. **Fields sources:** constitute a crucial component of the data collection process. Represented in the data and information obtained from the internship period in the organization.

- **Questionnaire**: is Collecting information and data, and synthesizing them into quantitative and qualitative conclusions. (Hamdawi, p. 189)

In this study, the questionnaire consisting of 33 questions distributed in three parts:

- **General questions**: about the workers (personal information).
- **Questions about health and safety programs:** containing four axes :

1- the use of safety equipment : To see if workers use safety equipment as well if it is available in the organization, due to its importance in protecting them from occupational accidents.

2- Work condition: focusing on the physical, environmental, and organizational aspects of the workplace that can affect employees' well-being, safety, and productivity. Availability of safety measures, workload, work hours, and overall job satisfaction. Assessing work conditions involves evaluating whether they meet regulatory standards, identifying potential hazards, and implementing measures to improve conditions and promote a healthy and safe work environment for employees.

3- Training and guidance: The questions about training directed towards occupational health and safety procedures, the aim is to measure the organization's commitment to ensuring that employees are properly trained to adhere to safety procedures. This training is crucial for equipping workers with the knowledge and skills needed to identify and reduction workplace risks. Therefore, promoting a safer workplace environment.

4- Machinery maintenance: the purpose of this question is to assess the extent to which the organization prioritizes maintaining the health and safety of employees through equipment maintenance. If the organization regularly maintains its machinery, it indicates its understanding of the importance of maintaining a safe and healthy work environment for employees. The significance of this concern lies in reducing workplace accidents and injuries, preserving the safety of workers, and increasing their productivity.

- Q**uestions about job stability**: Also Contains four axes:

1- Job Satisfaction: the purpose of asking workers about their satisfaction in work is to know or to measure their level of satisfaction and happiness in the workplace; it can be used to understand what factors affect employee satisfaction and what can be improved in the work environment.

2- Work safety: aims to assess their sense of security and protection while performing their tasks. This information can be used to enhance safety procedures in the workplace to ensure a healthy and safe working environment for everyone.
3- Indicators of instability: aim to know the reasons that may lead to these phenomena in the workplace, and help to assess employee satisfaction, identify underlying issues, and address them proactively to foster a stable and productive work environment.
4- Work relations: aim to understand how employees interact with their colleagues and supervisors. This information can be used to enhance communication and build positive relationships among them, contributing to improving the overall atmosphere in the workplace and increasing cooperation and productivity.

2.4 Measurement of variables and data analysis:

As will be detailed in this part, this study will be mainly approached using scales from the existing literature, we have used " Five point scales Likert " as the measure of variables, ranging from strongly agree to strongly disagree in the questionnaire.

2.5 Statistical tools:

In order to examine the relationship between occupational health and safety programs and job stability, for the study, SPSS software was utilized to analyse the obtained data. SPSS is a powerful and effective tool for data analysis across various research fields and application. It was employed to conduct the necessary statistical analysis, including generating descriptive statistics and applying hypothesis tests. (Spss definition)

2.6 The Scale used:

In this study, likert five points scale was used; the 5-point Likert scale is a global scale that is used to assess attitudes and views. It is a scale with five answer options, which has two utmost poles, and a neutral option linked with intermediate answer options.

Table 3: Likert five points scale.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1	2	3	4	5

Source: Elaborated by us according to SPSS v 25.

2.7 Calculating the validity and reliability of a study tool:

To measure the stability and validity and reliability of the study tool, a questionnaire was distributed to an exploratory sample of 20 workers, then Cronbach's Alpha was calculated and the result was 0.831;Cronbach's Alpha coefficient value of 0.83 indicating a good degree of internal consistency of the questionnaire tool.

Table 4: Alpha cronbach test.

	Alpha Cronbach	Nombre d'éléments
Occupational health and safety programs	0.640	12
Job stability	0.714	15
Two variables	0.831	27

Source: elaborated by us according the SPSS v 25.

2.8 Corelation:

Measuring the correlation of variables.

Table 5: correlation between variables

Variables	Pearson correlation	Sig	statistical significance
Occupational health and safety	0.748	0.000	statistically significant
Job stability	0.750	0.000	statistically significant
P< 0.05 statistically significant			

Source: elaborated by us according the SPSS v 25.

The table shows the correlation between the study variables, where:Occupational health and safety: The Pearson correlation coefficient is 0.748 with a p-value of 0.000. Since the p-value is less than 0.05 (and in this case, much less), the correlation is considered statistically significant.

Job stability: The Pearson correlation coefficient is 0.750 with a p-value of 0.000. Again, since the p-value is less than 0.05, the correlation is considered statistically significant.

Based on the given values, it can be said that there is a strong and statistically significant correlation between the questionnaire axes related to occupational health and safety and job stability.

Mesuring the correlation between indicators:

Table 6: correlation of indicators with their items.

Indicators	Pearson correlation	Sig	statistical significance
Safety equipment	0.717**	0.000	statistically significant
Working conditions	0.590	0.002	statistically significant
Training and guidance	0.836**	0.000	statistically significant
maintenance	0.772**	0.000	statistically significant
P< 0.05 statistically significant			

Source: elaborated by us according the SPSS v 25.

The table indicates the correlation between the study indicators and their items

1st indicator (safety equipment): The Pearson correlation coefficient is 0.717 with a p-value of 0.000. Since the p-value is less than 0.05 (and in this case, much less), the correlation is considered statistically significant.

2nd indicator (work conditions): The Pearson correlation coefficient is 0.590 with a p-value of 0.002. Since the p-value is less than 0.05, the correlation is considered statistically significant.

3rd indicator (training and guidance): The Pearson correlation coefficient is 0.836 with a p-value of 0.000. Since the p-value is less than 0.05 (and in this case, much less), the correlation is considered statistically significant.

4th indicator (machinery maintenance): The Pearson correlation coefficient is 0.772 with a p-value of 0.000. Since the p-value is less than 0.05 (and in this case, much less), the correlation is considered statistically significant.

Based on the given values, it can be concluded that there is a strong and statistically significant correlation between the indicators and the variable "Occupational health and safety.

❖ Chapter conclusion:

In this chapter, the institution where the internship was conducted was defined, along with its organizational structure and services. Additionally, the methodology followed in the study was explained, considering its quantitative nature. The questionnaire was used as a data collection tool, which will be analyzed using SPSS software.

Chapter Three:

Discussing and presenting results

❖ Chapter Introduction:

Within this chapter, the study's results will be presented along with their analysis, in the form of three requisites. The first requisite will focus on presenting and analysing the results of the first variable. The second requisite will concentrate on presenting and analysing the results of the second variable. Additionally, there will be a requisite dedicated to discussing and testing the validity of the hypotheses.

1 Presentation and analysis of results

1.1 Displaying the results of the general questions:

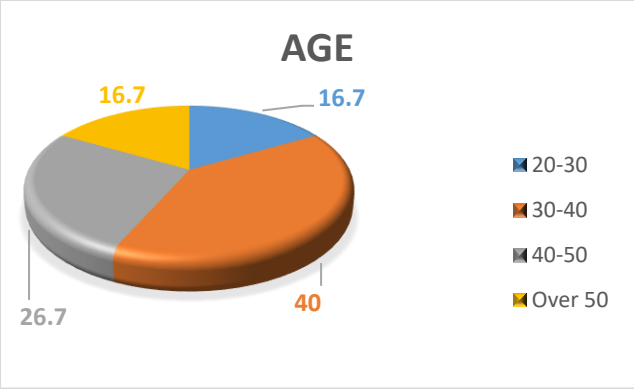
✓ Distribution of N'GOUAS workforce by age :

Table 7: Employees Age.

Age	Frequency	Percentage %
20 -30	10	16.7
31-40	24	40.0
41-50	16	26.7
Over 50	10	16.7

Source: Elaborated by us according the SPSS v 25. .

Figure 8: Pie chart of age.



Source: Elaborated by us according the SPSS v 25.

In according with the table and the pie chart of age, we notice that from 20 to 30 years the percentage indicates a low representation of workers in the young age group. This might signal challenges in attracting young talent to work in the organization potentially affecting workforce dynamics and adaptability to industry requirements.in other hand from 30 to 40 years the percentage represents the largest proportion in the middle age range, reflecting a relatively balanced representation of workers in this age group. The presence of this age group with moderate experience can enhance stability and performance. In addition, 40to50 years the percentage indicates a significant number of workers in the middle to older age range, reflecting experience and stability in work. This age group can contribute to knowledge transfer and sustainability. Over 50 years a small percentage represents the category of workers with extensive experience and practical knowledge. The factory should leverage their expertise and guidance to enhance efficiency and quality in production processes

- ✓ **Experience:**

Table 8: Employees experience.

Experience	Frequency	Percentage %
5-9 years	12	20
10 years	27	45
Over 10 years	21	35

Source: Elaborated by us according the SPSS v 25.

Figure 9: Pie chart of experience.

Source: Elaborated by us according the SPSS v 25.

The table and pie chart show the distribution of experience, where 20% have 5 years of experience, indicating a significant proportion of individuals who have recently joined the project or have limited experience. This group can be utilized to rejuvenate ideas and stimulate innovation in the project. With 45% having 10 years of experience, it can be inferred that many team members have moderate experience, enhancing stability and confidence. Furthermore, with 35% having more than 10 years of experience, it can be suggested that there is a seasoned and specialized team with long-term expertise. This group can be leveraged for guidance or advisory roles.

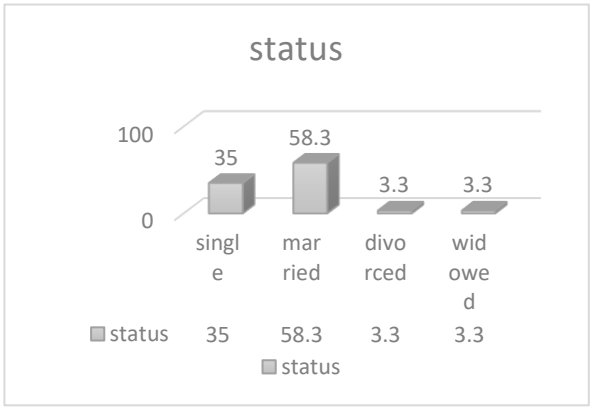
- ✓ **Status**

Table 9: Employees marital status.

Status	Frequency	Percentage %
Single	21	35.0
Married	35	58.3
Divorced	2	3.3
Widowed	2	3.3

Source: Elaborated by the student according to SPSS v25.

Figure 10: The histogram of employees' marital status.



Source: Elaborated by us according the SPSS v 25.

The histogram illustrates the percentages of employees' distribution according to their marital status in the institution. We observe that 58.3% of them are married, 35% are single, while divorcees and widows each constitute 3.3%.

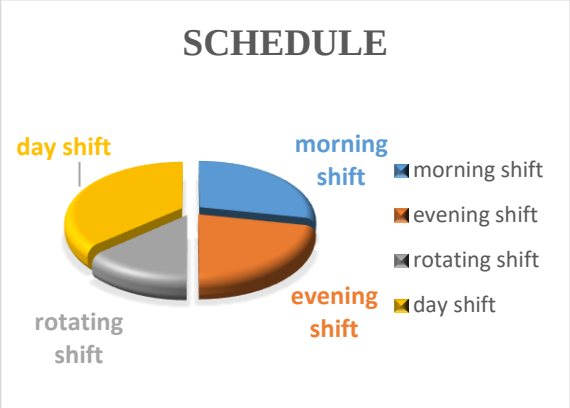
✓ **Schedule:**

Table 10: Employees schedule work time.

Schedule	Frequency	Percentage %
Morning shift	17	28.3
Evening shift	13	21.7
Rotating shift	8	13.3
Day shift	22	36.7

Source: Elaborated by the student according to SPSS v25.

Figure 11: Schedule work time pie chart.



Source: Elaborated by the student according to SPSS v25.

Based on the table and the pie chart representing the working times of the employees in the institution, where we noticed a variation in working times.

✓ **Service:**

Table 11: workplace according to the sample.

Service	Frequency	Percentage %
Production	23	38.3
Maintenance	10	16.7
Labour service	4	6.7
Internal security	7	11.7
Transportation	11	18.3
Boiler service	5	8.3

Source: Elaborated by us according the SPSS v 25.

Analysing the results of first variable (occupational health and safety programs):

✓ **First indicator Safety Equipment** :

Table 12: safety Equipment results.

questions	The most chosen	Frequency	%	Mean	Standard deviation	Order
Q1	Disagree	36	60	3.48	1.097	2
Q2	Disagree	40	66.7	3.95	0.790	1
Q3	Agree	41	26.7	2.58	0.900	3
Q4	Strongly agree	36	6.7	1.53	0.812	4
Safety equipment				2.88	0.45	/

Source: Elaborated by the student according to SPSS v25.

From the results above, it can be inferred that there are challenges regarding occupational safety in the organization. The percentage of employees not using personal protective equipment was significant, as indicated by 60% in question one. Moreover, the high percentage (66.7%) indicating unavailability of safety equipment correlates with the first question's results regarding non-usage. Concerning the third question, there was a divergence of opinions

.regarding the existence of penalties for not using safety tools, with only 26.7% agreeing. As for the fourth question, the results strongly agreed (67%), indicating that most workers have

experienced workplace accidents. The second question is ranked first in terms of importance in this indicator, with mean of 3.95 and a standard deviation of 0.790.

✓ **Second indicator work condition:**

Table 13: work conditions results.

Questions	The most chosen	Frequency	%	Mean	Standard deviation	Order
Q1	Strongly agree	37	61.7	1.38	0.490	4
Q2	Agree	56	93.3	1.93	0.252	3
Q3	Disagree	32	53.3	4.47	0.503	1
Q4	Disagree	44	73.3	3.90	0.511	2
Work conditions				2.92	0.213	

Source: Elaborated by the student according to SPSS v25.

The previous table illustrates the results of the second dimension (working conditions), where the first question indicates that 67.7% of participants strongly agree that working conditions are good. This reflects a positive signal and indicates a favourable atmosphere at work. The second question shows a very high percentage of agreement (93.3%) that the work environment is good and safe. This suggests that the organization may be implementing effective measures to provide a safe and comfortable working environment for employees. Regarding the third question, there appears to be a challenge regarding the provision of medical monitoring and periodic check-ups, as 53.3% of participants disagree with that. This highlights the need for improving medical procedures and providing regular medical monitoring for employees. The fourth question indicates that 73.3% of participants disagree with the existence of initiatives to improve working conditions in the organization. This suggests a need to enhance initiatives and improvements in the work environment to meet employees' expectations and enhance their satisfaction.

✓ **Third indicator Training and guidance:**

Table 14: Training and guidance results.

questions	The most chosen	Frequency	%	Mean	Standard deviation	Order
Q1	Disagree	43	71.7	3.36	0.637	1
Q2	Strongly agree	26	43.3	2.58	1.555	2
Q3	Strongly agree	39	65	1.35	0.481	3
Q4	Strongly agree	41	68.3	1.32	0.469	4
Training and guidance				2.23	0.673	

Source: Elaborated by the student according to SPSS v25.

The table reflects the results of the third dimension (guidance and training), where in the first question, a significant majority (71.7%) of participants chose "disagree," indicating a lack of guidance and awareness in the organization. As for the second question, the strong agreement rate of 43.3% suggests that the organization conducts training sessions on occupational health and safety procedures. Regarding the third question, the strong agreement rate of 65% and the fourth question's 68.3% indicate that signs and posters regarding occupational health and safety procedures, as well as instructions for employees, are present to a good extent in the organization, and meeting points are clearly marked for everyone. This indicates that the organization is making efforts to provide adequate guidance and training to ensure the safety and well-being of its employees. The first question is ranked first in terms of importance in this indicator, with an mean of 3.36 and a standard deviation of 0.637.

✓ **Fourth indicator Machinery maintenance :**

Table 15: Machinery maintenance results.

questions	The most chosen	Frequency	%	Mean	Standard deviation	Order
Q1	Strongly agree	31	51.7	1.52	0.596	2
Q2	Agree	39	65	1.35	0.481	3
Q3	Agree	45	75	2.23	0.673	1
Maintenance				1.70	0.401	

Source: Elaborated by the student according to SPSS v 25.

From the table, it is evident that there is a high level of consensus among workers in responding to the three questions related to the maintenance dimension of machines. The third question concerning machine safety stands out with the highest agreement rate, where 75% concurred. As for the first and second questions, agreement rates are also high, with 51.7%, strongly agreeing to the first question regarding routine maintenance of machines, and 65% agreeing to the second question regarding periodic inspection of gas and electricity. Moreover, the mean and standard deviation for the third question indicate a mean value around 2.23 with an acceptable standard deviation of 0.673, making it the most important in this dimension.

1.2 Analysing the results of second variable (job stability):

Table 16: Job stability results.

	Questions	The most chosen	Frequency	%	Mean	Standard deviation	Order
1	**Q1**	Disagree	28	46.7	2.92	0.926	2
	Q2	Agree	44	73.3	1.28	0.490	11
2	**Q3**	Disagree	34	56.7	2.83	0.977	4
	Q1	Agree	43	71.7	2.53	0.873	6
	Q2	Strongly agree	30	50	1.55	0.594	9
3	**Q3**	Strongly agree	44	73.3	1.8	0.480	8
	Q1	Agree	41	68.3	2.75	0.871	5
	Q2	Agree	33	55	2.85	0.971	3
4	**Q3**	Agree	43	71.7	2.42	0.720	7
	Q1	Agree and strongly agree	30	50	1.50	0.504	10
	Q2	Strongly Agree	50	83.3	1.17	0.376	12
	Q3	Disagree	38	63.3	3.68	0.748	1
	Job stability				2.34	0.379	/

Source: Elaborated by the student according to SPSS v 25.

According to the previous table that represent the indicators of the second variable job stability, the first one, labelled as 1 and titled 'Job Satisfaction.' The second one labelled as 2 and titled 'Work Safety.' The third one labelled as 3 and titled 'Instability.' The fourth labelled as 4 and titled 'Work Relationships. Opinions varied regarding the responses to questions in each dimension. For the first dimension, which pertains to job satisfaction, most responses were "Disagree" with a frequency of 28, ranking the question second in importance with a mean of 2.922 and a standard deviation of 0.926. For the second dimension, which concerns workplace safety, most workers responded with "Strongly Agree," indicating that their sense of security at work is crucial for their continued employment. The third dimension, reflecting instability, had most responses as "Agree." For the fourth dimension, concerning workplace relationships, the responses to the first and second questions were mostly "Strongly Agree," demonstrating good relationships among workers. The third question in this dimension, with 63.3% responding "Disagree," ranked first in importance with a mean of 3.68 and a standard deviation of 0.748.

2 Testes of Hypotheses:

2.1 Analysing hypotheses results:

General hypothesis: There is a statistically significant effect for OHS programs in achieving job stability.

Table 17: presentation the results of General hypothesis:

	Sample	R^2	R	F	Sig f	B	T	Sig T	Decision
Constant	60	0.560	0.748	73.726	0.000	1.009	8.586	0.000	There is a relation
OHS						0.110		0.000	/

Source: elaborated by the student according to SPSS v25.

H_0: There is a statistically significant impact for OHS programs in achieving job stability ($p < 0.05$).

H_1: there is not a statistically significant impact for OHS programs in achieving job stability ($p > 0.05$).

The model explains approximately 56% of the variance in job stability (R^2 = 0.560), indicating a moderate fit. The F-statistic of 73.726 with a p-value of 0.000 suggests that the overall model is statistically significant. The coefficient for the predictor variable OHS is 1.009, with a t-value of 8.586 and a p-value of 0.000, indicating that it is statistically significant. This means that for each unit increase in Occupational Health and Safety (OHS), job stability increases by approximately 1.009 units. The correlation coefficient of 0.110 indicates a weak positive correlation between the predictor and outcome variables.

- Sig is less than 0.005 (it is actually 0.000), so we can reject the alternative hypothesis (H1) and accept the null hypothesis (H0). Therefore, we can say that there is a statistically significant impact of Occupational Health and Safety programs on achieving job stability.

Y= 0.110 +1.009x

- Based on these statistics, the decision is that there is a significant relationship between Occupational Health and Safety (OHS) and job stability.

Table 18 : Anova Test

Indicators	**/**	**Sum of square**	**Ddl**	**Medium square**	**Value Anova**	**Sig**	**statistical significant**
Safety equipment	**Intergroup**	**0.890**	**1**	**0.890**	**6.817**	**0.011**	statistically significant
	Intergroup	**7.575**	**58**	**0.131**			
	Total	**8.465**	**59**	**/**			
Work conditions	**Intergroup**	**4.963**	**6**	**0.823**	**12.353**	**0.000**	statistically significant
	Intergroup	**3.529**	**53**	**0.067**			
	Total	**8.465**	**59**	**/**			
Training and guidance	**Intergroup**	**5.558**	**1**	**5.558**	**110.926**	**0.000**	statistically significant
	Intergroup	**2.906**	**58**	**0.50**			
	Total	**8.465**	**59**	**/**			
Maintenance	**Intergroup**	**4.124**	**1**	**4.124**	**55.102**	**0.000**	statistically significant
	Intergroup	**4.341**	**58**	**0.075**			
	Total	**8.465**	**59**	**/**			

Source: elaborated by the student according to SPSS v25.

1. Safety Equipment: The ANOVA results indicate that the variation between groups in the availability of safety equipment is statistically significant (p = 0.011). This means that differences in how safety equipment is provided and used among different groups can significantly influence job stability. Effective and equitable distribution of safety equipment might contribute to higher job stability.
2. Work Conditions: The difference in work conditions across groups is highly statistically significant (p = 0.000). This implies that varying work conditions have a substantial impact on job stability. Better work conditions likely contribute to higher job stability, indicating a need for improving work environments to enhance employee retention.
3. Training and Guidance: The ANOVA results for training and guidance show a highly statistically significant difference between groups (p = 0.000). This suggests that disparities in the availability and quality of training and guidance significantly affect job stability. Providing consistent and high-quality training and guidance could enhance job stability.
4. Maintenance: The difference in maintenance practices between groups is also statistically significant (p = 0.000). This indicates that how maintenance is conducted can have a notable impact on job stability. Ensuring consistent and effective maintenance practices might contribute to a more stable workforce.

H1: there are a statistical significant impact for using safety equipment in achieving job stability.

Table 19: Results of H1.

Variables	R	R^2	F	Sig F	B	T	Sig T
Constant	0.324	0.105	6.817	0.011	1.551	5.049	0.000
Safety equipment					0.275	2.611	0.011

Source: elaborated by the student according to SPSS v 25.

H_0: There is a statistically significant impact for using safety equipment in achieving job stability ($p < 0.05$).

H_1: there is not a statistically significant impact for using safety equipment in achieving job stability ($p > 0.05$).

The data indicates a moderate positive correlation between the use of safety equipment and job stability, with a correlation coefficient of ($R = 0.324$). Additionally, there was a statistically significant impact of using safety equipment on job stability, with a substantial F-test value ($F = 5.817$) and a significant Sig F value (0.011). This suggests that the use of safety equipment can have a tangible impact on job stability. Furthermore, there was also a statistically significant effect of job stability on safety equipment, indicating a bidirectional relationship between these two variables. It can be inferred that improving occupational health and safety may lead to an increase in job stability, and vice versa. Based on the results presented in the table, we can conclude that the use of safety equipment has a statistically significant effect on job stability, thereby supporting the hypothesis.

- The probability (Sig) is less than 0.005 (it is actually 0.000), so we can reject the alternative hypothesis (H1) and accept the null hypothesis (H0). Therefore, we can say that there is a statistically significant impact of using safety equipment on achieving job stability.

$$Y=1.551+0.275x$$

- This equation indicates that job stability increases by 0.275 for each unit increase in safety equipment, with a constant value of 1.55.

H2: there are a statistical significant impact for improving work conditions in achieving job stability.

Table 20: Results of H2.

	R	**R^2**	**F**	**Sig F**	**B**	**T**	**Sig T**
Constant	0.703	0.495	56.742	0.000	1.056	7.533	0.000
Work conditions					0.405		0.000

Source: elaborated by the student according to SPSS v 25.

H_0: There is a statistically significant impact for improving work conditions in achieving job stability ($p < 0.05$).

H_1: there is not a statistically significant impact for improving work conditions in achieving job stability ($p > 0.05$).

The table shows the linear regression analysis between work conditions and job stability. The correlation coefficient (R) indicates a moderate positive relationship between the variables, with an R value of 0.703. The R^2 value suggests that 49.5% of the variance in job stability can be explained by changes in work conditions. The F-test value (56.742) with the significance value (Sig. F = 0.000) indicates a statistically significant relationship between work conditions and job stability. Additionally, the t-value (7.533) with the significance value (Sig. T = 0.000) suggests a statistically significant effect of work conditions on job stability. The results support the hypothesis. The positive and statistically significant relationship between work conditions and job stability suggests that improving work conditions may lead to an increase in job stability.

- The probability (Sig) is less than 0.005 (it is actually 0.000), so we can reject the alternative hypothesis (H1) and accept the null hypothesis (H0). Therefore, we can say that there is a statistically significant impact of improving work conditions on achieving job stability.

Y=1.056+0.405x

- The regression equation indicates a strong positive impact of work conditions on job stability.

H3: there are a statistical significant impact for training and guidance in achieving job stability.

Table 21: Results of H3.

	R	R^2	F	Sig F	B	T	Sig T
Constant	0.810	0.657	110.926	0.000	1.102	10.532	0.000
Training and guidance					0.559		0.000

Source: elaborated by the student according to SPSS v 25.

H_0: There is a statistically significant impact for training and guidance in achieving job stability ($p < 0.05$).

H_1: there is not a statistically significant impact for training and guidance in achieving job stability ($p > 0.05$).

The analysis results reveal a positive relationship between training and guidance and job stability. The high values of the correlation coefficient (R) and (R^2), along with the large F-test value and the low significance level (Sig. F = 0.000), indicate a statistically significant relationship between the variables. The high t-value and the low significance level

(Sig. T = 0.000) further support this conclusion, suggesting that training and guidance can have a significant and substantial impact on job stability. The results support the validity of the third hypothesis. The positive and statistically significant relationship between training and guidance and job stability suggests that improving training and guidance programs can lead to a notable increase in job stability.

- The probability (Sig) is less than 0.005 (it is actually 0.000), so we can reject the alternative hypothesis (H1) and accept the null hypothesis (H0). Therefore, we can say that there is a statistically significant impact of training and guidance on achieving job stability.

Y=1.102+ 0.559x

- The regression equation indicates a very strong positive effect of training and guidance on job stability.

H4: there are a statistical significant impact for machinery maintenance in achieving job stability.

Table 22: Results of H4.

	R	**R^2**	**F**	**Sig F**	**B**	**T**	**Sig T**
Constant	0.810	0.657	110.926	0.000	1.224	10.532	0.000
Maintenance					0.659		0.000

Source: elaborated by the student according to SPSS v25.

H_0: There is a statistically significant impact for machinery maintenance in achieving job stability ($p < 0.05$).

H_1: there is not a statistically significant impact for machinery maintenance in achieving job stability ($p > 0.05$).

The results strongly support the hypothesis that machinery maintenance has a statistically significant effect on job stability. The high correlation coefficient ($R = 0.810$) indicates a strong positive relationship, and the coefficient of determination ($R^2 = 0.657$) shows that more than half of the variance in job stability can be explained by machinery maintenance. The high F value (110.926) and T value (10.532), along with the very low significance levels (0.000), confirm that there is a significant and positive effect of machinery maintenance on job stability. These findings suggest that improving machinery maintenance can lead to a significant increase in job stability.

- The probability (Sig) is less than 0.005 (it is actually 0.000), so we can reject the alternative hypothesis (H1) and accept the null hypothesis (H0). Therefore, we can say that there is a statistically significant impact of machinery maintenance on achieving job stability.

$Y=1.224+ 0.659x$

- The regression equation indicates a strong positive impact of machinery maintenance on job stability.
- From this, we accept the hypothesis that there is a statistically significant impact of machinery maintenance on job stability.

2.2 Discussion of Hypotheses:

The study posed a set of questions regarding the impact of occupational health and safety programs on job stability. A series of hypotheses were proposed based on the research problem presented. The study's results highlighted and clarified the extent to which occupational health and safety programs affect job stability. The findings can be explained as follows:

1. **Results related to the impact of Occupational health and safety on Job Stability:**

There is a strong and positive relationship between OHS and job stability. The regression model explains about 56% of the variance in job stability through OHS, indicating the importance of this variable in predicting job stability. The statistical results strongly support the reliability

and strength of this model. As the attention to occupational health and safety increases, job stability also increases.

2. Results Related to the Impact of Using Safety Equipment on Job Stability:

There is a moderate significant impact of using safety equipment on job stability. This means that the more safety equipment is provided by the management, and used by the workers, along with penalties for not using it, the more it contributes to reducing accidents and injuries, thereby increasing job stability. The impact of safety equipment on job stability can be a vital and significant subject for study, as demonstrated by the research of Hanan Ali Moussa and Bokhmakhem Abdel Fattah (2011), which showed that focusing on employee health and safety can lead to increased productivity and, consequently, enhanced job stability. This underscores the importance of providing safety equipment and ensuring its proper use to ensure a safe and stable work environment for employees.

3. Results on the Impact of Improving Work Conditions on Job Stability:

There is a significant impact of improving work conditions on job stability. This means that the more attention is given to the workers' operational and social environment, and the more effort is made to improve work conditions and provide a safe and satisfactory work environment, the more it contributes to increasing job satisfaction, thereby achieving job stability. Regarding the impact of working conditions on job stability, the study by Alijah Hajj Mohammed (2018) clarified that unsafe working conditions can negatively affect employee performance and, consequently, job stability. This emphasizes the need to improve working conditions and provide a safe and comfortable work environment to promote job stability.

4. Results on the Impact of Training and Guidance on Job Stability:

There is a significant impact of training and guidance on job stability. Increased programming of training courses, and awareness sessions for workers about risks, and how to deal with accidents contribute to achieving job stability. Concerning the impact of training and guidance on job stability, the study by Hamady Bensmain Lamia (2022) showed that employees who feel secure and protected in the work environment as a result of training and guidance tend to have greater job

stability. This highlights the importance of appropriate training programs and guidance to enhance confidence and satisfaction among employee.

5. **Results on the Impact of Machinery Maintenance on Job Stability:**

There is a significant impact of machinery maintenance on job stability. The more attention is given to the regular maintenance of machinery, monitoring of electricity and gas, and the use of safe equipment, the more workers feel secure in their work environment. This increased sense of safety contributes to achieving job stability. As for the impact of machinery maintenance on job stability, the research by benchiha kada hichem (2023) revealed that improving machinery maintenance in companies could increase employee satisfaction with their work, thereby enhancing job stability. This calls for adopting effective strategies for machinery maintenance and ensuring its proper functioning to boost confidence and stability among employees.

Comparison with Previous Studies:

The Impact of Occupational Health and Safety on Job Stability:

Your study found a strong and positive relationship between occupational health and safety (OHS) and job stability. The regression model explained approximately 56% of the variance in job stability through OHS, indicating the significance of this variable in predicting job stability.

The Impact of Using Safety Equipment on Job Stability:

The results indicate a significant impact of using safety equipment on job stability. Increased provision and utilization of safety equipment by management, along with penalties for non-compliance, contribute to reducing accidents and injuries, thereby enhancing job stability.

The Impact of Improving Work Conditions on Job Stability:

There is a significant impact of improving work conditions on job stability. Attention to operational and social work environment, along with efforts to provide a safe and satisfactory workplace, leads to increased job satisfaction and, consequently, job stability.

The Impact of Training and Guidance on Job Stability:

The results suggest a significant impact of training and guidance on job stability. Enhanced training programs and awareness sessions on risks and accident management contribute to achieving job stability.

The Impact of Machinery Maintenance on Job Stability:

The findings indicate a significant impact of machinery maintenance on job stability. Regular maintenance, monitoring of machinery and the use of safe equipment create a sense of security among workers, thereby promoting job stability.

Point of similarity with the literature review:

- The study by Tawil Hassouna and Mubaraki Safaa (2021):

- Point of similarity: Their study revealed that job stability has a significant impact on employees' morale. This aligns with the findings of your study, which indicate that improving working conditions and training lead to increased job stability.

- The study by Alijah Hajj Mohammed (2018):

- Point of similarity: Their study showed that occupational accidents and an unsafe work environment have a negative impact on employee performance. These results are consistent with your study, which highlighted that improving working conditions contributes to increased job stability and job satisfaction.

- The study by Ahlam Thamri and Mohamed Alsaid Djawal (2023):

- Point of similarity: Their study demonstrated that occupational health and safety systems can reduce employee turnover. This aligns with your study's findings, which suggest that providing safety equipment, training, and machinery maintenance enhances job stability.

❖ Chapter Conclusion:

In conclusion, of this chapter, we have presented the results of our study regarding the impact of occupational safety procedures on job stability at N'GOUS Company. Data were collected using a questionnaire and analysed using the SPSS software. The study yielded significant and positive effects of these procedures on job stability within the company. This finding reflects our commitment to understanding and analysing the impact of the work environment on employees and making efforts to improve it. These results have been discussed in further detail to enhance our understanding of the influences and factors affecting job stability.

General conclusion

In today's dynamic environment, institutions face significant challenges as they prioritize their survival amidst various internal and external factors. To ensure continuity, institutions are placing a strong emphasis on the well-being of their workforce. This includes attracting and nurturing talent while safeguarding their health and safety through comprehensive occupational health and safety measures. The importance of worker health and safety has gained prominence, given their profound impact on organizational stability.

Our study addressed this critical aspect by adhering to rigorous scientific methodologies and high academic standards. We carefully identified the research problem: "What is the impact of occupational health and safety programs on achieving job stability?" and formulated hypotheses accordingly. We used a quantitative methodology in this study, collecting data through a survey distributed to a sample of employees at N'GAOUS Company. Additionally, we used SPSS software to analyse the collected data and perform the necessary statistical tests to examine the hypotheses.

The study results indicate that occupational health and safety programs have a strong impact on job stability. Providing safety equipment, improving working conditions, training and guidance on risks, and maintaining equipment play a crucial role in achieving job stability. By ensuring safety equipment and enhancing the work environment, employees' sense of security and comfort improves, reducing levels of stress and fatigue. Thanks to training on risk management and equipment maintenance, employees acquire the ability to prevent accidents and minimize injuries. When these efforts are integrated, they contribute to creating a safer and more stable work environment, ultimately leading to the well-being, confidence, and stability of employees in the workplace.

Suggestions:

- Enhancing health and safety programs within the company by improving its procedures and policies.
- Ensuring the provision of necessary safety equipment and protective clothing for workers.
- Organizing training courses and awareness programs for employees regarding health and safety, and how to handle workplace risks.
- Implementing warning signs on hazardous chemicals and areas, as well as marking restricted zones.
- Considering the suggestions provided by members of the occupational health and safety office regarding sub-activities and necessary procedures to meet occupational health and safety requirements.
- Taking necessary measures to ensure the psychological well-being of employees, leading to their satisfaction and stability in the workplace.

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Annexes

الجمهورية الجزائرية الديمقراطية الشعبية

République Algérienne Démocratique et Populaire

Ministère de l'Enseignement Supérieur
et de la Recherche Scientifique

Ecole Nationale Supérieure de Management
Koléa

وزارة التعليم العالي و البحث العلمي

المدرسة الوطنية العليا للمناجمنت
القليعة

Employees of N'GOUAS :

I present to you this questionnaire designed for research purposes, aiming to gather the necessary information to complete the Master's thesis in Human Resources Management, entitled "The Impact of Occupational Health and safety Programs on Job Stability".

Your responses are crucial for the progress of the research; we kindly ask you to answer honestly by marking (×) in the appropriate box.

Please note the answer you provide will remain confidential and will only be used for scientific research purposes.

Thank you in advance for your cooperation and valuable contribution to enriching this study.

Prepared by the Student:

- DOUADI Randa

Under the supervision of:

- MOHAMED EL-HADJ Leila
- Mr BEKHITI Ali

Questionnaire

General questions:

Age: 20-30 ☐ 31-40 ☐

41-50 ☐ over 50 ☐

Work experience: 5 -9 years ☐ 10 years ☐ over 10 years ☐

Work schedule:

Morning shift ☐ evening shift ☐ rotating shift ☐ day shift ☐

Marital status :

Single ☐ married ☐ divorced ☐ widowed ☐

Workplace/ service:

.....

Questions about occupational health and safety:

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1- use of safety equipment:					
1. You use safety equipment while preforming your job.					
2. Safety equipment (overalls, helmets, gloves, etc.) are available and provided in a manner that encourage work.					
3. There are penalties for not using safety equipment.					
4. You been involved in occupational accident.					
2- Work conditions:					
5. Working conditions (lighting, air condition, ventilation, etc.) are good and comfortable.					
6. Work environment healthy and clean.					
7. You receive regular medical check-ups and periodic tests to monitor your health.					
8. There is a constant focus on improving working conditions.					

3- Training and Guidance :					
9. Awareness and guidance methods are available in the organization.					
10. The organization conducts training courses for health and safety and emergency procedures.					
11. Occupational safety signs and posters are displayed in visible places, explaining what workers should do or avoid					
12. Gathering points in clear and identifiable locations.					
4- Machinery Maintenance :					
13. The organization maintains and inspects equipment, and repairs damaged machine parts					
14. The periodic inspection of electrical wires, gas pipes, and water pipes is conducted in a good and sufficient manner.					
15. The organization devices are equipped with safety systems.					

Questions about job stability:

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1- Job Satisfaction:					
1. you feel satisfied with your job.					
2. the work environment suitable and satisfactory .					
3. You feel that the job meets your professional expectations and aspirations.					
4. You feel that you are a valued and appreciated employee within the organization.					
2- Job safety :					
5. You considered leaving your job due to exposure to risks and workplace accidents					
6. your sense of security affect your continuity and retention in the organization					
7. I feel safe and secure in the workplace.					
3- Indicators of instability:					

8. The number of resignations high.					
9. The organization witness many complaints and strikes.					-
10. You frequently absent from work.					

4- Work relations :

11. You have a good relationship with your colleagues.					
12. Employees given opportunities to express their opinions and concerns about work.					
13. There opportunities for teamwork and collaboration on projects among employees from different departments.					

SPSS OUTPUT :

Statistiques de fiabilité

Alpha de Cronbach	Nombre d'éléments
.803	26

Age

		Fréquence	Pourcentage	Pourcentage valide	Pourcentage cumulé
Valide	20-30	10	16.7	16.7	16.7
	30-40	24	40.0	40.0	56.7
	40-50	16	26.7	26.7	83.3
	over 50	10	16.7	16.7	100.0
	Total	60	100.0	100.0	

Experince

		Fréquence	Pourcentage	Pourcentage valide	Pourcentage cumulé
Valide	5 years	12	20.0	20.0	20.0
	10 years	27	45.0	45.0	65.0
	over 10 years	21	35.0	35.0	100.0
	Total	60	100.0	100.0	

Schedule

	Fréquence	Pourcentage	Pourcentage valide	Pourcentage cumulé

Valide	morning shift	17	28.3	28.3	28.3
	evening shift	13	21.7	21.7	50.0
	rotating shift	8	13.3	13.3	63.3
	day shift	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

Statuts

		Fréquence	Pourcentage	Pourcentage valide	Pourcentage cumulé
Valide	Single	21	35.0	35.0	35.0
	Married	35	58.3	58.3	93.3
	Divorced	2	3.3	3.3	96.7
	Widowed	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

Service

		Fréquence	Pourcentage	Pourcentage valide	Pourcentage cumulé
Valide	Production	23	38.3	38.3	38.3
	maintenance	10	16.7	16.7	55.0
	internal security	7	11.7	11.7	66.7
	labour service	4	6.7	6.7	73.3
	transportation	11	18.3	18.3	91.7
	boiler service	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

ANOVA[a]

Modèle		Somme des carrés	ddl	Carré moyen	F	Sig.
1	Régression	5.989	4	1.497	33.265	.000[b]
	de Student	2.476	55	.045		
	Total	8.465	59			

a. Variable dépendante : jobstability

ANOVA[a]

Modèle		Somme des carrés	ddl	Carré moyen	F	Sig.
1	Régression	4.186	1	4.186	56.742	.000[b]
	de Student	4.279	58	.074		
	Total	8.465	59			

a. Variable dépendante : jobstability

b. Prédicteurs : (Constante), work condition.

Récapitulatif des modèles

Modèle	R	R-deux	R-deux ajusté	Erreur standard de l'estimation	Modifier les statistiques Variation de R-deux	Variation de F	ddl1	ddl2	Sig. F
1	.841[a]	.708	.686	.21216	.708	33.265	4	55	.000

a. Prédicteurs : (Constante), Maintenance, workconditions, Safetyequipment, training

ANOVA[a]

Modèle		Somme des carrés	ddl	Carré moyen	F	Sig.
1	Régression	.890	1	.890	6.817	.011[b]
	de Student	7.575	58	.131		
	Total	8.465	59			

a. Variable dépendante : jobstability

b. Prédicteurs : (Constante), Safetyequipment

ANOVA[a]

Modèle		Somme des carrés	ddl	Carré moyen	F	Sig.
1	Régression	5.558	1	5.558	110.926	.000[b]
	de Student	2.906	58	.050		
	Total	8.465	59			

a. Variable dépendante : jobstability

b. Prédicteurs : (Constante), training

ANOVA[a]

Modèle		Somme des carrés	ddl	Carré moyen	F	Sig.
1	Régression	4.124	1	4.124	55.102	.000[b]
	de Student	4.341	58	.075		
	Total	8.465	59			

a. Variable dépendante : jobstability

b. Prédicteurs : (Constante), Maintenance

Coefficients[a]

Modèle		Coefficients non standardisés		Coefficients standardisés	t	Sig.
		B	Erreur standard	Bêta		
1	(Constante)	1.056	.175		6.045	.000
	workconditions	.450	.060	.703	7.533	.000

a. Variable dépendante : jobstability

Coefficients[a]

Modèle		Coefficients non standardisés		Coefficients standardisés	t	Sig.
		B	Erreur standard	Bêta		
1	(Constante)	1.224	.155		7.892	.000
	Maintenance	.659	.089	.698	7.423	.000

a. Variable dépendante : jobstability

Coefficients[a]

Modèle		Coefficients non standardisés		Coefficients standardisés		
		B	Erreur standard	Bêta	t	Sig.
1	(Constante)	1.102	.121		9.074	.000
	training	.559	.053	.810	10.532	.000

a. Variable dépendante : jobstability

Coefficients[a]

Modèle		Coefficients non standardisés		Coefficients standardisés		
		B	Erreur standard	Bêta	t	Sig.
1	(Constante)	1.551	.307		5.049	.000
	Safetyequipment	.275	.105	.324	2.611	.011

a. Variable dépendante : jobstability

Corrélations

		istibyan	jobstability
istibyan	Corrélation de Pearson	1	.953**
	Sig. (bilatérale)		.000
	N	60	60
jobstability	Corrélation de Pearson	.953**	1
	Sig. (bilatérale)	.000	
	N	60	60

**. La corrélation est significative au niveau 0.01 (bilatéral).

Corrélations

		The organization maintains and inspects equipment, and repairs damaged machine parts	The periodic inspection of electrical wires, gas pipes, and water pipes is conducted in a good and sufficient manner	The organization devices are equipped with safety systems	Maintenance
The organization maintains and inspects equipment, and repairs damaged machine parts	Corrélation de Pearson	1	.422**	.286*	.824**
	Sig. (bilatérale)		.001	.027	.000
	N	60	60	60	60
The periodic inspection of electrical wires, gas pipes, and water pipes is conducted in a good and sufficient manner	Corrélation de Pearson	.422**	1	-.099	.554**
	Sig. (bilatérale)	.001		.450	.000
	N	60	60	60	60
The organization devices are equipped with safety systems	Corrélation de Pearson	.286*	-.099	1	.661**
	Sig. (bilatérale)	.027	.450		.000
	N	60	60	60	60
Maintenance	Corrélation de Pearson	.824**	.554**	.661**	1
	Sig. (bilatérale)	.000	.000	.000	

N	**60**	**60**	**60**	**60**

****. La corrélation est significative au niveau 0.01 (bilatéral).**

***. La corrélation est significative au niveau 0.05 (bilatéral).**

Corrélations

		OHS	Safetyequipment	training	Maintenance	satisfaction
OHS	Corrélation de Pearson	1	.717**	.836**	.772**	.587**
	Sig. (bilatérale)		.000	.000	.000	.000
	N	60	60	60	60	60
Safetyequipment	Corrélation de Pearson	.717**	1	.345**	.313*	.422**
	Sig. (bilatérale)	.000		.007	.015	.001
	N	60	60	60	60	60
Training	Corrélation de Pearson	.836**	.345**	1	.653**	.600**
	Sig. (bilatérale)	.000	.007		.000	.000
	N	60	60	60	60	60
Maintenance	Corrélation de Pearson	.772**	.313*	.653**	1	.289*
	Sig. (bilatérale)	.000	.015	.000		.025
	N	60	60	60	60	60
Work conditios	Corrélation de Pearson	.587**	.422**	.600**	.289*	1
	Sig. (bilatérale)	.000	.001	.000	.025	
	N	60	60	60	60	60

**. La corrélation est significative au niveau 0.01 (bilatéral).

*. La corrélation est significative au niveau 0.05 (bilatéral).

ANOVA[a]

Modèle		Somme des carrés	ddl	Carré moyen	F	Sig.
1	Régression	6.870	4	1.717	59.215	.000[b]
	de Student	1.595	55	.029		
	Total	8.465	59			

a. Variable dépendante : jobstability

b. Prédicteurs : (Constante), training, Safetyequipment, satisfaction, Maintenance