

Work Stress and Its Relationship to Professional Alienation among Nurses: A Field Study in an Algerian Hospital

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Abstract

The current study aimed to explore the relationship between work stress and professional alienation among nurses at the SaâdnaAbdennour Hospital in the Wilaya of Sétif. The study employed a descriptive correlational methodology and was conducted on a sample of 48 nurses. A questionnaire consisting of 45 items was administered, divided into two sections: the first section, related to work stress, comprised 25 items, while the second section, focused on professional alienation, consisted of 20 items. The final results of the study revealed a statistically significant relationship between work stress and professional alienation among the nurses.

Keywords: Hospital, Nurses, Professional alienation, Work stress.

Introduction

Work stress is one of the most prominent issues facing institutions today, regardless of their nature—whether productive, industrial, or service-oriented. It has become an inseparable part of our daily lives, a hallmark of our era, and is unavoidable due to the increasing complexity of life and its demands. This has necessitated individuals to adapt and coexist with it. As a result, work stress has garnered significant attention from researchers and scholars in the field of work psychology and organizational behaviour, with numerous studies focusing on uncovering the sources of stress, its impact on individuals and organizations, and the strategies for managing it.

Undoubtedly, certain professions are inherently more stressful than others, such as nursing, where the responsibility of providing nursing care, treatment, and healthcare services to patients falls on nurses. This creates a heavy professional burden, as they exert significant effort to enhance the quality of healthcare services. As work stress increases, it may lead to the emergence of negative behaviours such as frustration, despair, absenteeism, resignation, and withdrawal. This brings us to another relevant variable in this context: the feeling of professional alienation, which refers to the worker's sense of detachment from the work environment. This detachment arises when the job fails to fulfil the psychological and biological needs of the worker, leading to feelings of helplessness, psychological estrangement, meaninglessness, and normlessness (HamdiYasin et al., 1999, p. 29). This phenomenon—professional alienation—has become a real threat to the survival of institutions due to the negative outcomes it generates, which directly impact employees' motivation to perform their tasks and duties. Consequently, this decline in performance hinders organizational effectiveness and the achievement of desired goals.

1. Problem Statement

The era we live in is witnessing rapid and diverse changes due to globalization and the tremendous technological advancements in all sectors, including economic, social, educational, and health sectors. The healthcare sector, in particular, is now facing numerous daily challenges due to the nature of its service-oriented institutions, which interact with various segments of society. This imposes a duty on healthcare managers to mobilize all human and material resources to meet the needs of their patients. However, the primary responsibility falls on the nurses, who are tasked with providing continuous and timely nursing and therapeutic services to patients. Their role extends beyond these services today, as nurses are also expected to provide preventive care, which includes educating and raising awareness about disease causes and preventive measures. For this reason, the nursing profession has become the backbone of healthcare institutions, given its crucial role in improving the quality of services.

These professional responsibilities may lead to increased work stress among nurses, which is one of the most significant challenges of our time. This work stress affects nurses across various work environments, leading to negative physical, psychological, physiological, and behavioural

consequences. It reduces nurses' motivation and ability to perform, which negatively impacts the nurses themselves, the institution, and society as a whole. The sources of this stress include role ambiguity, workload, the nature of the work, career advancement, relationships with supervisors, and relationships with colleagues. If not addressed through specific mechanisms and strategies, these stresses can exacerbate and lead to more serious issues, including what is known as professional alienation. Professional alienation refers to the feeling of detachment from the workplace, where employees no longer feel that their institution is the right place to continue their careers. The causes of professional alienation are often more related to the institution itself than to the employees, and this alienation can have severe consequences for both the individual and the organization.

From this perspective, our study aims to explore the relationship between work stress and professional alienation among nurses at Saâdna Abdennour Hospital in Sétif by addressing the following central question:

- Is there a statistically significant relationship between work stress and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif?

This central question is accompanied by the following sub-questions:

- Is there a statistically significant relationship between role ambiguity and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif?
- Is there a statistically significant relationship between role overload and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif?
- Is there a statistically significant relationship between career advancement and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif?
- Is there a statistically significant relationship between the nature of work and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif?
- Is there a statistically significant relationship between the relationship with supervisors and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif?
- Is there a statistically significant relationship between relationships with colleagues and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif?

2. Study Hypotheses

2.1. General Hypothesis

- There is a statistically significant relationship between work stress and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.

The general hypothesis branches into several sub-hypotheses:

- There is a statistically significant relationship between role ambiguity and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.
- There is a statistically significant relationship between role overload and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.
- There is a statistically significant relationship between career advancement and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.
- There is a statistically significant relationship between the nature of work and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.
- There is a statistically significant relationship between relationships with supervisors and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.
- There is a statistically significant relationship between relationships with colleagues and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.

3. Study Objectives:

Through this study, we aim to achieve the following objectives:

- To explore the nature of the relationship between work stress and professional alienation among nurses at Saâdna Abdennour Hospital.
- To understand the nature of the relationship between role overload and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.
- To examine the nature of the relationship between career advancement and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.
- To investigate the nature of the relationship between the nature of work and professional alienation among nurses at Saâdna Abdennour Hospital, Sétif.

- To identify the nature of the relationship between relationships with supervisors and professional alienation among nurses at SaâdnaAbdenmour Hospital, Sétif.

4. Significance of the Study

- The significance of this study lies in its focus on a highly relevant topic in today's context. Work stress has garnered substantial attention from many authors and researchers across various fields, particularly in psychology, due to its serious consequences for both individuals (workers) and organizations as a whole. Work stress can lead to the proliferation of numerous negative behaviours and phenomena, including professional alienation. The more intense this alienation becomes, the more it negatively impacts the performance of workers (nurses) and the overall effectiveness of the healthcare institution.
- Additionally, the study's importance is highlighted by the fact that it addresses a topic that has not been extensively explored in Algerian studies. While many studies have examined work stress and professional alienation separately, studies that connect these two variables are relatively scarce, in my estimation.
- The study is also significant because it contributes to enhancing the scientific knowledge of the administrators at SaâdnaAbdenmour Hospital, providing them with the tools to diagnose the phenomena of work stress and professional alienation, which can help in mitigating and preventing their occurrence.

5. Definition of Study Concepts

- **Work Stress:** The researcher defines this as the causes and sources that lead to professional stress for nurses at SaâdnaAbdenmour Hospital, which include role ambiguity, workload, career advancement, the nature of the work, relationships with supervisors, and relationships with colleagues.

- **Role Ambiguity:** This refers to the lack or insufficiency of necessary information required for nurses at SaâdnaAbdenmour Hospital to perform their tasks, leading to unclear duties, confusion, and the inability to prioritize tasks or allocate sufficient time to complete them.

- **Workload:** In this study, workload refers to the excessive demands placed on nurses at SaâdnaAbdenmour Hospital, either in terms of quantity or quality, as well as situations where nurses are assigned fewer tasks than they are capable of performing.

- **Career Advancement:** The researcher defines this as the nurses' perception at SaâdnaAbdenmour Hospital of limited opportunities for promotion and career progression, influenced by what they perceive to be unfair or non-objective criteria.

- **Nature of Work:** This refers to the range of tasks and activities carried out by nurses at SaâdnaAbdenmour Hospital.

- **Relationship with Supervisors:** In this study, this refers to the formal professional relationship between the nurse and their direct supervisor at work, such as compliance with instructions from higher authorities (e.g., doctors, department heads) by subordinates (nurses).

- **Relationship with Colleagues:** The researcher defines this as the semi-formal professional relationship governed by rank (e.g., head nurse, assistant nurse) and the nature of the individual and workplace environment. It is generally a horizontal relationship based on mutual respect and support.

- **Professional Alienation:** This is the nurse's feeling of dissatisfaction and disconnection from their healthcare institution, caused by work stress (role ambiguity, workload, the nature of the work, workplace relationships). It is also understood as the degree to which a nurse scores on the professional alienation scale.

6. Previous Studies

Based on our review of Algerian, Arab, and international studies linking work stress and professional alienation, we found that such studies are extremely limited, particularly in the Algerian context. In fact, to the best of our modest knowledge, there is only one relevant study, which is summarized below:

1.6. Study by Rana Nasser Sabr titled *The Impact of Work Stress Sources on the Level of Job Alienation: An Analytical Study of the Opinions of a Sample of Nurses in Al-Yarmouk Teaching Hospital*.

This study aimed to explore the impact of work stress sources, including (role ambiguity, role conflict, workload, and opportunities for career growth), on the level of job alienation among nurses

at Al-Yarmouk Teaching Hospital. The sample for the research consisted of both male and female nurses working at the hospital. To achieve the research objectives, a questionnaire was developed and distributed to a sample of 126 respondents, of which 120 valid responses were retrieved for analysis, representing a response rate of 95%. The key findings of the research revealed a significant correlation and impact of work stress sources on the level of job alienation.

7. Theoretical Part of the Study

7.1. Work Stress

Despite the attention researchers have given to the topic of stress, there is a variance in opinions regarding a unified definition of work stress. Some refer to it as managerial stress, professional stress, or occupational stress. Given the multitude of variables encompassed by work stress, its comprehensive nature, and its connection to various other fields (such as medicine, psychology, and organizational behaviour), several definitions of work stress have emerged.

-Gray and Strake view stress as a collection of responses exhibited by individuals as a result of various situations they encounter in their surrounding environment, leading to certain psychological and physiological changes in the individual (Al-Rouqi, 2003, pp. 10-11).

-Hans Selye defines work stress as a nonspecific response generated by a person in the face of any stimulus. The response resulting from this stress follows a pattern called the general adaptation syndrome, meaning that the reactions exhibited by the individual in response to the stimuli are aimed at helping them cope with the stressors they encounter (Al-Badr, 2006, p. 50).

7.1.1. Elements of Work Stress

Sixlazi and Walass identify three primary elements of work stress within an organization:

A. Stimulus Element: This is the factor that elicits feelings of stress, which can arise from the environment, organization, or individuals.

B. Response Element: This encompasses a set of reactions, whether physiological, psychological, or behavioural, to stress, such as frustration and anxiety.

C. Interaction Element: This is the element that facilitates interaction between the stimulus factors and responses. This interaction arises from both environmental and organizational factors (Abd Al-Baqi, 2003, p. 289).

7.1.2. Sources of Occupational Stress

Gibson et al. developed a model illustrating the relationship between various occupational stress factors, their effects on work, and the influence of personal traits on this relationship. The model includes two primary sources of stress:

A)-Work-related and Environmental Stressors: These include:

- **Physical Working Conditions:** These refer to circumstances that cause fatigue, stress, and discomfort in areas such as the physical work environment and workplace design, including lighting levels, temperature, and humidity (Al-Qariouti, 2022, p. 272).

- **Individual Stressors:** These involve role conflict, role ambiguity, excessive workload, and the nature of the profession. These stressors are closely related to the occupation.

- **Social Stressors:** These include poor relationships with colleagues, supervisors, and management.

- **Organizational Stressors:** These relate to inadequate organizational structure (having multiple or few management levels within the organizational hierarchy) and the absence of clear policies.

B)-Stress Related to Personal Characteristics

Stressors related to personal characteristics include mental, emotional, and physical traits (such as personality type, locus of control, individual capabilities, and needs), as well as demographic factors that influence how an individual interacts with stressors (Al-Omari, 2004, p. 288).

7.1.3. Effects of Work Stress

Some researchers categorize the effects of stress on individuals into three types:

-**The First Category: Physiological Effects:** This includes high blood pressure, rapid heartbeat, sweating, sensations of cold or heat, respiratory issues, muscle tension, and significant digestive disorders, including ulcers.

-**The Second Category: Emotional Effects:** This encompasses anger, anxiety, boredom, breakdown, irritability, restlessness, increased aggression, fear of impending harm, reduced decision-making capacity, lack of satisfaction in professional life, insomnia, continuous fatigue, and an increasing sense of inadequacy.

-The Third Category: Behavioural Effects: This includes decreased productivity, a tendency to absenteeism, increased accidents, high turnover rates, reliance on sedatives, heightened defensiveness, communication problems, and various forms of protest and struggle within the organization (Sahrawi, 2013, p. 112).

7.2. Occupational Alienation

Alienation is a term frequently used in various aspects of life, to the extent that its meaning has become confusing and sometimes contradictory. The first philosopher to use the term in its philosophical sense was Hegel in his famous work "Phenomenology of Spirit." Hegel distinguished between two types of alienation: the first is "positive alienation," which he called "externalization" and is associated with complete knowledge. The second type is negative alienation, which arises in historical circumstances as a failure to interact between psychological factors and social factors (Al-Ajmi, 2017, p. 482).

7.2.1. Definition of Occupational Alienation: The concept of occupational alienation refers to a weak relationship between the individual and their job, as well as the level of integration, which may be psychological, intellectual, or professional (Sarkar, 2020, p. 243). Rajeh defines it as the individual's feeling of alienation from their work, which arises when the individual finds no reflection of their personality in their job. When a person feels that their work has deprived them of their identity and stripped them of their freedom and ability to innovate, their alienation from themselves manifests in a sense of lost freedom (Rajeh, 1971, p. 16).

7.2.2. Dimensions of Occupational Alienation: Seeman indicated that there are five dimensions of the concept of alienation, which include (powerlessness, meaninglessness, normlessness, social isolation, and alienation from self). This study adopts these dimensions, which most researchers agree upon:

a) Powerlessness: This refers to the individual's inability to control events and circumstances, coupled with their inability to influence the social situations they encounter. This leads to a lack of control over their actions, desires, and, ultimately, their destiny, which is shaped by external factors beyond their self-determination (Sabir, 2013, pp. 251-252).

b) Meaninglessness: This indicates that the individual cannot predict future outcomes with high confidence, feeling that life has lost its meaning, significance, and rationality. This can lead to a loss of justification for its continuation in their view, stemming from frustrations they may experience and unmet physical, psychological, and social needs. Meaninglessness represents a kind of disorientation, where the individual is unable to direct their behaviour towards specific goals due to their inability to comprehend the criteria guiding the actions of authorities. One researcher has linked meaninglessness to the inputs an individual receives from their environment, which stem from the social system that may be difficult for them to understand and find meaning in (Ibid, p. 137).

c) Normlessness: This term is derived from Durkheim's description of the state affecting society, characterized by the collapse of the norms that regulate and direct behaviour. It refers to the feeling of the working individual that illegitimate means are required and that they need them to achieve their goals.

d) Isolation: This refers to the individual's feeling of estrangement and detachment from the prevailing societal goals, resulting in a sense of non-belonging to the community (Jilani, 2022, p. 514).

e) Alienation from Self: This indicates that the working individual feels lost, meaning they have lost the ability to connect with themselves and desire to escape and isolate. This occurs when they are unable to find self-equivalent activities and feel that their own self and abilities are distant from them and merely serve as entertainment (Al-Shaflu, 2017, p. 206).

8. Methodological Procedures of the Study

• Study Methodology

Given the correlational nature of our study, which aims to uncover the relationship between work stress and occupational alienation among nurses working at SaadaneAbdEnour Hospital, we deemed the appropriate methodology for this study to be the descriptive correlational method. This approach involves describing the phenomenon as it exists in reality, analyzing its results, and expressing them both quantitatively and qualitatively.

• **Study Population**

The study population included all nurses working at SaadaneAbdEnour Hospital, excluding the emergency department due to the difficulty of reaching all individuals. The total number of nurses is 160.

• **Study Sample**

The field study was conducted on a sample of 48 nurses out of the total 160, selected using a simple random sampling method, representing 30% of the total study population based on the simple random sampling technique.

• **Data Collection Tools**

Data collection relied on a questionnaire as the primary tool for the study, which included two main sections:

1. Work Stress: This section consisted of 25 statements distributed across six dimensions.

2. Occupational Alienation: This section included 20 statements distributed across five dimensions.

Table 1 illustrates the distribution of the study tool.

Number	Sections	Dimensions	Number of items or statements
1	Work stress	RoleAmbiguity	1, 2, 3
2		RoleBurden	1, 5, 6, 7, 8
3		Promotion and CareerAdvancement	10, 11, 12, 13, 14
4		Nature of Work	15, 16, 17, 18
5		Relationship withSuperiors	19, 20, 21
6		Relationship withColleagues	22, 23, 24, 25
1	Professional alienation	Powerlessness	26, 27, 28, 29
2		Meaninglessness	30, 31, 32, 33
3		Isolation	34, 35, 36, 37
4		Anomie	38, 39, 40, 41
5		Alienationfrom Self	42, 43, 44, 45

Source: Prepared by the researcher based on SPSS results.

The researcher employed a five-point Likert scale for the first axis (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree). For the alternatives in the second axis, the scale used was (I feel completely, I feel, Sometimes, I do not feel, I do not feel at all). In this scale, the number (5) represents the highest degree (Strongly Agree or I feel completely), while the number (1) represents the lowest degree (Strongly Disagree or I do not feel at all).

9. Psychometric Properties of the Study Instrument

9.1. Validity

The researcher relied on calculating the discriminant validity to determine the validity of the questionnaire by employing the Mann-Whitney test, and the results were as follows:

Table 2: Illustrating the Significance Value of Mann-Whitney for Work Stress

Mann-Whitney Value	Wilcoxon Value	Z Value	Significance Value	StatisticalDecision
0.000	91.000	-4.340	0.000	Valid

Source: Prepared by the researcher based on SPSS results.

Based on the results presented in Table (02), we observe that the Mann-Whitney significance value is (0.000), which is less than the significance level of (0.05). Consequently, the questionnaire related to work stress is considered valid.

Table (03): Shows the significance value of Mann-Whitney for occupational alienation.

Mann-Whitney Value	Wilcoxon Value	Z Value	Significance Value	StatisticalDecision
0.000	91.000	-4.340	0.000	Valid

Source: Prepared by the researcher based on SPSS results.

Based on the results of Table (03), we observe that the Mann-Whitney significance value is (0.000), which is less than the significance level of (0.05). Therefore, the questionnaire related to occupational alienation is valid.

9.2. Reliability

The researcher calculated the reliability of the instrument using the internal consistency method (Cronbach's alpha) and the split-half method employing the Guttman correlation coefficient to determine the reliability of the questionnaire. The results were as follows:

Reliability via Internal Consistency:

Table 04: Shows the value of Cronbach's alpha reliability coefficient for the work stress questionnaire.

The First Dimension	Number of items	Cronbach's Alpha Value
Work stress	25	0.839

Source: Prepared by the researcher based on SPSS results.

Based on the results presented in Table (4), we observe that the Cronbach's alpha reliability coefficient for the work stress questionnaire is 0.8390.8390.839, which exceeds the value of 0.600.600.60. This indicates that the questionnaire demonstrates high reliability.

Table (05): Cronbach's Alpha Reliability Coefficient for the Job Alienation Questionnaire

The Second Dimension	Number of items	Cronbach's Alpha Value
Job alienation	20	0.850

Source: Prepared by the researcher based on SPSS results.

Based on the results from Table (5), we observe that the value of Cronbach's alpha reliability coefficient for the work alienation questionnaire is 0.850, which exceeds the threshold of 0.60, indicating that the questionnaire demonstrates high reliability.

Stability through Split-Half Method

Table No. (06): Showing the Guttman Value for the Work Stress Questionnaire

Test Split	Alpha Value	Guttman Value	Statistical Decision
13 items	0.755	0.689	Reliable and Valid
12 items	0.755		

Source: Prepared by the researcher based on SPSS results.

Based on the results of Table (6), it is evident that the work stress questionnaire is reliable, as the Guttman value of (0.689) exceeds the threshold of (0.60).

Table 07: Shows the Guttman Value for the Job Alienation Questionnaire.

Test Split	Alpha Value	Guttman Value	Statistical Decision
10 items	0.715	0.714	Reliable and Valid
10 items	0.715		

Source: Prepared by the researcher based on SPSS results.

Based on the results of Table (07), it is evident that the Job Alienation Questionnaire is stable, as the Guttman value of (0.714) exceeds (0.60).

10. Methods of Analysis and Statistical Treatment

Since the subject of the study investigates the relationship between job stress and professional alienation, the following statistical methods were employed using the Statistical Package for the Social Sciences (SPSS v26):

- Weighted mean for items, dimensions, and the overall questionnaire to estimate response categories.
- Cronbach's alpha coefficient.
- Guttman coefficient.
- Mann-Whitney coefficient.
- Pearson correlation coefficient to measure the relationship.

11. Analysis and Discussion of Study Results:

11.1. Presentation and Discussion of the First Hypothesis Results

The results are presented as shown in the following table:

Table 08: Shows the Pearson correlation coefficient for the first partial hypothesis.

Variables	Sample Size	Correlation Coefficient	Statistical Significance	Decision
Role Ambiguity / Occupational Alienation	48	.547**	,000	Significant

The correlation is significant at the 0.05 level.

Source: Prepared by the researcher based on SPSS results.

Based on Table No. (08), it is evident that the Pearson correlation coefficient value is **0.547** with a significance level of (0.000), which is less than the significance threshold of 0.05. Thus, the first partial hypothesis, which states that there is a statistically significant relationship between role ambiguity and professional alienation among nurses at SaādaneAbdennour Hospital, is accepted.

The researcher attributes this result to the fact that the majority of nurses, through their responses to the items related to the role ambiguity dimension, confirmed that their job responsibilities are unclear and undefined. Additionally, the rules, procedures, and policies in place within their institution are ambiguous, and they lack the necessary information to perform their tasks and duties. All these pressures contribute to the nurses' negative attitudes toward their institution, which reinforces their sense of professional alienation.

11.2. Presentation and Discussion of the Results in Light of the Second Hypothesis

The results are presented as shown in the following table:

Table 09: Pearson Correlation Coefficient for the Second Sub-Hypothesis.

Variables	Sample Size	Correlation Coefficient	StatisticalSignificance	Decision
RoleOverload / Professional Alienation	48	,634**	,000	Significant

Significant at 0.05 level

Source: Prepared by the researcher based on SPSS results.

From Table (09), it is evident that there is a significant correlation between role overload and professional alienation. The Pearson correlation coefficient value is **0.634**, with a p-value of (0.000), which is smaller than the significance level of 0.05. Therefore, the second sub-hypothesis is accepted, confirming that there is a statistically significant relationship between role overload and professional alienation among nurses. This is further supported by the nurses' responses to the questionnaire items, where they reported being compelled to perform numerous tasks, often exceeding their capacities, and being required to complete them in the shortest time possible. This leads to feelings of exhaustion and depletion of their energy. Hence, the researcher concludes that work overload is a key factor in job stress, significantly contributing to professional alienation.

11.3. Presentation and Discussion of Results in Light of the Third Hypothesis

The results are presented as shown in the following table:

Table 10: Displays the Pearson Correlation Coefficient for the Third Sub-Hypothesis.

Variables	Sample Size	Correlation Coefficient	StatisticalSignificance	Decision
Careeradvancement / Professional Alienation	48	,345*	,0016	Significant

Significant at 0.05 level

Source: Prepared by the researcher based on SPSS results.

Based on Table (10), there is a correlational relationship between career advancement and professional alienation, as evidenced by a Pearson correlation coefficient of ,345* and a statistical significance value of ,016, which is less than the significance level of 0.05. Therefore, the third sub-hypothesis is accepted, which states that "there is a positive correlation between career advancement and professional alienation among nurses." This can be attributed to nurses feeling that opportunities for promotion and advancement within their healthcare institution are very limited, or that such opportunities are governed by subjective, non-objective criteria that do not align with individual aspirations. All these obstacles and difficulties generate feelings of anxiety, frustration, meaninglessness, and lack of confidence among employees, potentially leading to social isolation and even resignation from their positions.

11.4. Presentation of the Results in Light of the Fourth Hypothesis

The results are presented as shown in the following table:

Table 11: Shows the Pearson Correlation Coefficient for the Fourth Sub-Hypothesis.

Variables	Sample Size	Correlation Coefficient	StatisticalSignificance	Decision
Nature of work / Professional Alienation	48	,150	,307	Significant

Significant at 0.05 level

Source: Prepared by the researcher based on SPSS results.

Based on Table (11), there appears to be a weak and nearly negligible correlation between the nature of work and professional alienation among the nurses at SaadnaAbd El Nour Hospital. The Pearson correlation coefficient was found to be ,150, with a statistical significance value of ,307, which is greater than the significance level of 0.05. Consequently, this leads to the rejection of the hypothesis. This suggests that professional alienation does not stem from the nature of the work itself. It indicates that the prevailing atmosphere in the institution is comfortable and not fraught with occupational hazards, and there are clear lines of communication between supervisors and nurses. Therefore, the feelings of professional alienation among the nurses can be attributed to other factors.

11.5. Presentation and Discussion of Results in Light of the Fifth Hypothesis

The results are as shown in the following table:

Table 12: Shows the Pearson Correlation Coefficient Value for the Fifth Partial Hypothesis.

Variables	Sample Size	Correlation Coefficient	StatisticalSignificance	Decision
Relationship with supervisors / Professional Alienation	48	,400*	,005	Significant

Significant at 0.05 level

Source: Prepared by the researcher based on SPSS results.

Based on the results recorded in Table (12), the Pearson correlation coefficient value is ,400**, indicating a positive correlation between the relationship with supervisors and professional alienation. This correlation is relatively weak, suggesting that the relationship between nurses and their supervisors is generally good, characterized by the absence of significant conflicts or issues, and is somewhat governed by the principles of respect and human relations. Nurses tend to respect and follow the instructions issued by their supervisors at work. Therefore, it can be concluded that the relationship with supervisors does not contribute to feelings of professional alienation.

11.6. Presentation and Discussion of Results in Light of the Sixth Hypothesis

The results are presented as shown in the following table:

Table 13: Shows the Pearson correlation coefficient value for the sixth partial hypothesis.

Variables	Sample Size	Correlation Coefficient	StatisticalSignificance	Decision
Relationship with colleagues / Professional Alienation	48	,449**	,001	Significant

Significant at 0.05 level

Source: Prepared by the researcher based on SPSS results.

Based on the results presented in Table (13), it is evident that the Pearson correlation coefficient value reached ,449** at a statistical significance level of (.001), which is less than the significance level of 0.05. This indicates a weak positive correlation between the relationship with colleagues and professional alienation among nurses. This implies that the relationships among the nurses themselves are characterized by calmness, cooperation, trust, support, and assistance, devoid of conflicts and professional disputes. Consequently, the researcher concludes that the nurses' feelings of

professional alienation stem from various factors that are unrelated to the nature of relationships with their colleagues.

11.7. Presentation and Discussion of Results in Light of the General Hypothesis

The results are presented as shown in the following table:

Table 14: Pearson Correlation Coefficient for the General Hypothesis

Variables	Sample Size	Correlation Coefficient	Statistical Significance	Decision
General hypothesis (work stress / professional alienation)	48	,660**	,000	Significant

Significant at 0.05 level

Source: Prepared by the researcher based on SPSS results.

Based on the results presented above, it is clear that the Pearson correlation coefficient is ,660**, with a statistical significance value of (,000), which is less than the significance level of 0.05. Therefore, we accept the general hypothesis, which states: "There is a significant moderate positive correlation between work stress and professional alienation among the nurses at Souadene Abdel Nour Hospital."

From these results, we can conclude that role ambiguity, work burdens, the nature of nursing work, and the relationships among colleagues and supervisors are all factors contributing to professional alienation. Specifically, as work stress accumulates and exceeds a certain threshold, it leads to a heightened sense of professional alienation.

Moreover, the findings of our study align with those of Rana Naser Sabir, who also found a strong impact between sources of work stress and professional alienation among nurses at Yarmouk Teaching Hospital. This further indicates and confirms the existence of a relationship between the two variables.

Conclusion

In light of the previous study, it becomes evident that the topic of work stress and its relationship to job alienation is critically important across various institutions, particularly in healthcare settings, due to its significant impact on achieving desired goals and, consequently, organizational effectiveness. The more an institution strives to provide a conducive work environment free from stressors such as role ambiguity, role conflict, work burdens, career advancement, and the nature of workplace relationships, the more it alleviates or avoids the occurrence of job alienation among its employees. This underscores the necessity for institutional leaders to create a professional environment that facilitates employee adaptation to their roles.

In conclusion, several recommendations can be presented as follows:

- There is a pressing need for healthcare institution leaders to pay attention to the issue of professional stress by diagnosing the problem, investigating its causes and effects, and identifying strategies for addressing it.
- It is essential to provide a clear job description for each position, accurately define responsibilities, tasks, and authorities, efficiently organize and utilize work time, increase both moral and material incentives for nurses, and distribute them fairly to avoid role conflict, ambiguity, work burdens, and limited opportunities for promotion and career growth.
- Creating a suitable social, psychological, and organizational atmosphere to encourage nurses, ensuring job stability, and fostering a healthy environment for practicing their profession, while also addressing their concerns and grievances, can prevent feelings of professional alienation.

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