

The Ability to Predict the Quality of Professional Life in the Organizational Climate and Professional Satisfaction of Employees A Statistical Field Study at the Textile Complex in the City of Sebdou, - Tlemcen State-

Dr. Houbad Youcef

PhD in psychology, Organization and Management of Human Resources, Laboratory of psychological and pedagogical research, Department of Social Sciences, Psychology Division, University of Djilali Yabas Sidi bel abas, (Algeria)

houbadyoucef13@gmail.com

Received: 04/2024, Published: 08/2024

Abstract:

The current study aims to reveal the predictive ability of the quality of Professional life in the organizational climate and Professional satisfaction among employees at the textile complex in Sebdou, Tlemcen state, where the descriptive method was used and a random sample of (150) workers (male and female) was selected. The quality of Professional life scale (Kasna, Mohammed, 2018) and the organizational climate (Majida, Hamad, 2020) were applied to them. And Professional satisfaction (Lunacy, on, 2020) was based on the following statistical methods:- Repetitions and percentages- Arithmetic mean and standard deviation. - Stephen Thompson's equation for sample size extraction. - Pearson coefficient (Person) to identify the correlation of grades. - Cronbach's Alpha coefficient for the calculations of constancy.- Simple regression coefficient to recognize the prediction of variables. The study reached the following results:- The organizational climate can be predicted by the professors' scores on the quality of Professional life of the respondents.- Professional satisfaction can be predicted by the professors' scores on the quality of Professional life of the respondents- There are statistically significant differences in the level of quality of Professional life among the respondents due to the variable of years of seniority at work".

Keywords: Quality of Professional life, Organizational climate, Professional satisfaction.

Introduction:

Efficiency and effectiveness in performance, as the topic of quality of life at work is concerned with studying the components and methods assigned by management, and organizations may provide a better job life for employees. A good organizational climate contributes to the activation and rationalization of positive behaviors, as it is considered one of the most important organizational outputs that organizations seek to their components and enhance their human resources. Many studies have confirmed that Professional satisfaction is one of the important factors for maintaining a high level of Professional performance; job satisfaction has an impact on the level of performance among workers.

1-The problem of studying: Based on the above, in this study we are trying to answer the following questions:

- The organizational climate can be predicted by the professors' grades on the quality of Professional life of the respondents.
- Can Professional satisfaction be predicted by the professors' scores on the quality of Professional life of the respondents?
- Are there any statistically significant differences in the level of Professional life quality among the respondents attributable to the variable of years of seniority at work".

2-Hypotheses of the study:

To address the problem posed in this study, based on the theoretical framework and previous studies, we started from the following hypotheses:

- 1-the organizational climate can be predicted by the grades of professors on the quality of Professional life of the respondents.
- 2-jobsatisfaction can be predicted by the professors' grades on the quality of Professional life among the respondents.

3-there are differences in the level of quality of Professional life among professors due to some demographic variables, years of seniority.

3-Research objectives:

The current study is aimed at revealing the following goals:

- To reveal the extent to which the organizational climate can predict the quality of Professional life among the sample members.
- To reveal the extent of job satisfaction with the quality of Professional life among the sample members.
- To determine the extent to which there are differences in the level of quality of Professional life according to some demographic variables, years of experience.

4-The importance of studying:

The importance of the theoretical study is highlighted in that the current study examines an important topic of modern organizational thought, as the study deals with the predictive ability of Professional life quality, organizational climate and job satisfaction. Thus, the study helps to establish modern management concepts and learn more about the factors influencing it. Within the limits of the researcher's knowledge, this study is considered one of the first initiative studies, especially in the local and Arab environment, which dealt with the predictive quality of Professional life, organizational climate and job satisfaction, as it is expected to contribute to enriching the Algerian and Arab library specifically with this type of studies and add something new to scientific knowledge and specialization. On the other hand, it is possible to talk about the practical importance of the study in the light of what economic organizations have become. More than ever, these challenges and obstacles are faced, perhaps the most prominent of these challenges is how to improve the organizational climate prevailing in labor institutions, increase the level of Professional life quality and job satisfaction experienced by employees in economic institutions and thus improve their job performance, therefore, the current study is important, including:

The aim is to try to fill the shortage in this area, through which it is possible to get acquainted with the reality of the quality of Professional life in organizational institutions in Algeria.

This study provides feedback so that in light of the interpreted results, it can help to develop strategies to improve the quality of Professional life and employee satisfaction.

5. Procedural definitions:

5-1-Quality of Professional life: quality of life: defined by Raif (1999) as an individual's feeling of psychological happiness through various stages of his life and emanating from his positive efforts in (independence, self-sufficiency, personal growth, positive relationships with others (Nihad Abdel Rahman, al-Shanti, 2016).

A function defined procedurally: it is the degree that employees get from answering the paragraphs of the creative leadership scale prepared for this purpose for the owner.

5-2-Organizational climate: it is the set of laws and methods that govern the behavior of individuals in a particular organization. (Al-Saffar, 2009, p. 72).

A function defined procedurally: it is the degree that employees receive from answering the paragraphs of the organizational climate scale prepared for this purpose for its owner.

5-3-Job satisfaction:

Job satisfaction is also defined as an individual's feeling of happiness and satisfaction while performing his work and this is achieved by agreeing between what the individual expects from his work and how much he actually gets in this work, and that job satisfaction is the components that drive the individual to work and produce (Al-Shayeb Mohamed Al-Sassi, 2017).

A function defined procedurally: it is the degree that employees get from answering the paragraphs of the job satisfaction scale prepared for this purpose for the owner.

6-Previous studies:

- The monthly study (2017) aimed to determine the degree of practice of school administrators in maintaining the quality of Professional life and its relationship to the degree of administrative creativity from the point of view of teachers. The study community consisted of (600) teachers, and it was recruited from (235) teachers, and the descriptive method was used in its associative form and questionnaire to collect data, and the results showed that the degree of Professional life quality is

significant, as well as there were no differences due to the variables of educational stage and experience in the quality of Professional life (Nihad Abdel Rahman al-Shanti, 2016).

- Al-Ghamdi (2016) conducted a study aimed at determining the degree of delegation of authority by managers of Al-Baha schools and their relationship to the quality of Professional life from the point of view of teachers. The study sample consisted of (261) teachers from schools in Al-Baha region, who were selected by the method of random stratified sampling, and a questionnaire consisting of (47) paragraphs was used as a data collection tool. The results showed that the degree of Professional life quality among managers of schools in Al-Baha region was average, and there were no statistically significant differences depending on the variables of educational stage, educational qualification, and years of experience on the axis of Professional life quality (Joan Ismail Bakr, director of 2013).

- **Al-Mansour study:** title of the study (quality of Professional life management in the Jordanian Health sector) comparative field study at al-Bashir Hospital and the Islamichospital. In this study, the study was based on the design of two questionnaires, the first for employees and the second for impatient, as the sample size of the staff in both hospital reached (490) employees, and the sample size of the patients lying down: (340) patients of both hospitals, and the most important finding of the study is the presence of interest and endeavor by the management of the Islamichospital to improve the quality of services provided to their patients by adopting methods and techniques of managing the quality of Professional life better than the management of Bashir Hospital, which expressed a lack of interest in the applications and techniques of Total Quality Management or not realizing the importance of this modern administrative approach in improving the quality of services provided to the public (aqounS harak, 2016).

- **Study (Robie et al: 1998):** the relationship between work level and job satisfaction. One of the results of this study is the increase in job satisfaction with the rise in the career level of an individual, as the owners of higher departments feel more satisfied with their work than the incumbents of lower posts and departments, especially in societies characterized by power disparity between individuals, which gives the opportunity to differentiate between workers, whether in the functional and social status they reach, in rights and duties, or in income earned. This study informed the researchers in his study of the importance of the positive relationship between job satisfaction and performance, which is one of the functional causes of job satisfaction (Mahmoud Abdel Rahman al-Shanti, 2016).

7-The theoretical side of the study :

7-1 The concept of quality of Professional life :

The concept of quality of life at work : we find several definitions of the term quality of life at work. The quality of life at work is that an individual has the necessary resources to satisfy his individual needs and desires to participate in activities that allow personal development, self-realization and a satisfactory comparison between himself and other (Joan, Ismail, 2013).

Myers (1992) also adds that it is a general term that includes various management initiatives to improve organizational efficiency and increase job satisfaction of employees. (Al-Shayeb, Mohammed, 2017).

7-2. The concept of organizational climate :

The organizational climate is defined as distinctive characteristics of the environment that arouse the behavior of individuals, and is considered an important determinant of their motivation and behavior, and it includes all the variables prevailing in the Framework of intellectual values, habits, cultural effects and physical dimensions that mainly affect the organizational behavior of individuals, groups and organizations. In this study we can define the organizational climate as the set of characteristics characterizing the working environment within the Sonelgaz Enterprise) organizational structure, communication, organizational culture, composition and technology, which push workers to adopt certain behavioral patterns both at the same managerial level. (Mohammad Baitul Islam, 2012).

3-Job satisfaction : Smith defined that the meaning of the word job satisfaction means the responsiveness that exists between the worker and the work he occupies, and job satisfaction results when the work responds to the needs of the worker and believes that satisfaction is achieved only in the work fulfills rumors of the worker's needs (Ibrahim, al-Hamdi, 2011).

7- Applied study:

7-1 The study community and its sample :

The study community was represented among the employees of some municipalities of Tlemcen state, and therefore the study sample consisted of (150) employees who were selected in an intentional manner as shown in the following table:

7.2 Study Tools: in our study, we relied on three measures: * - **Professional life quality scale** * **organizational climate scale** * **jobsatisfaction scale**.

A-the measure of the quality of Professional life:

Designed by the researcher for (Kasna, Mohammed, 2018), where the study tool consisted of two parts:- The first part : included the initial data, including the scientific qualification, year of experience. The questionnaire included 20 phrases distributed over four dimensions: (fair wages and bonuses, consisting of 5 phrases, stability and job security, consisting of 5 phrases, career progress and advancement, consisting of 5 phrases, working conditions, consisting of 4 phrases) the five-tiered Likert scale was used to correct the responses of the study population. So that gives degree (1) (Very Low), gives degree (2) (low), degree (3) (medium), degree (4) (large), degree (5) (Very Large). The researchers calculated the internal consistency coefficient using the alpha Cronbach equation, and they came to monitoring a stability value estimated at (0.82). Relative to the honesty of the scale, internal consistency was monitored by the Pearson coefficient for the dimensions of the scale and the total score. The results were estimated as follows: fair wages and bonuses estimated at (0.75), stability and job security estimated at (0.80), career progress and promotion ability estimated at (0.67), working conditions (0.90).

* On the other hand, the psychometric properties of the scale were verified in the current study, as for the stability of the scale, the internal consistency coefficients of the scale were extracted, using the alpha-Cronbach equation according to the statistical program (SPSS). Therefore, an acceptable stability value was estimated at (0.88), and this is based on our application of the Cronbach's Alpha equation, so we can say that the scale is characterized by acceptable stability. As for the honesty of the scale, we monitored the honesty of the internal consistency, where the Pearson correlation coefficient was calculated between each paragraph and the total score of the scale, to identify the extent of internal homogeneity of the scale. From it, we monitored acceptable values expressing the honesty of the scale, so the scale values ranged between (0.67-0.90), which are acceptable values, a function at the level of (0.05), indicating that the scale has acceptable honesty.

B-Organizational climate:

Designed by the researchers for (Magda, Hamad, 2020). It consists of four dimensions: the first dimension: organizational structure (5 paragraphs) the second dimension is leadership (5 paragraphs), the third dimension: communication (5 paragraphs), the fourth dimension: incentives provided (5 paragraphs). * To ensure the truthfulness and stability of the scale, the two researchers calculated the internal consistency using the Cronbach's Alpha equation, a stability value estimated at (0.80) was monitored, which indicates a good stability of the scale, as for the honesty of the scale, the Pearson correlation coefficient was calculated according to the following results: after the organizational structure, a value estimated at (0.68) was monitored, after the leadership was estimated at (0.77), after contact with (0.80), after the incentives provided (0.90), The total score of the scale is estimated at (0.74), which are all values that indicate that the scale has acceptable truthfulness.

C-Jobsatisfaction:

It was designed by the researcher (Iunisi, Ali, 2020) and consists of four dimensions: the first dimension: the nature of work (4 paragraphs), the second dimension: working conditions (5 paragraphs), the third dimension: salaries and bonuses (5 paragraphs), the fourth dimension: the level of appreciation and respect (5 paragraphs). * To ensure the truthfulness and stability of the scale, the researchers calculated the internal consistency using the Cronbach's Alpha equation, a stability value was estimated at (0.75), which indicates a good stability of the scale, as for the truthfulness of the scale, the Pearson correlation coefficient was calculated according to the following results: after the nature of the work, a value was estimated at (0.67), after working conditions was estimated at (0.71), after salaries and bonuses at (0.87), the level of respect (0.92), and the total score of the scale was estimated (0.81), which are all values that indicate that the scale has acceptable honesty.

7-3. Statistical methods used:

In order to analyze the study data and test its hypotheses and questions, we relied on the statistical package for Social Science (SPSS) Statistical package for social science in its version (26), using the following statistical methods that varied between descriptive statistics and inferential statistics: percentages, arithmetic mean, standard deviation, person coefficient (Person), simple regression coefficient, single variance analysis test (ANOVA), test (T) for differences.

8. Presentation and interpretation of the study results:

8.1 presentation and description of the results of the first hypothesis: The first hypothesis states that «the organizational climate can be predicted by the scores of professors on the quality of Professional life scale of the respondents. From this hypothesis the researcher used the statistical method simple regression analysis with which we will check the predict ability of professional silence by the organizational climate. And the result stable N°. (01) Shows that

Table No. (01): results of a simple regression analysis to predict the organizational climate through the quality of professional life

The dependent variable	Predictive variables (explained)	Coefficient R	Coefficient R ²	Value F	Significance F	Coefficient Beta	Value T	Significance T	Coefficient of contrast inflation
Professionals satisfaction	Quality of professional life	0.178	0.032	14.657	0.000	0.178	3.828	0.000	1.000

Source: (outputs of the Field study based on the SPSS v26 program)

In order to find out the relationship between the organizational climate and the explained variable quality of professional life, a simple linear regression model was used as shown in Table (01), in which the variable quality of professional life was considered as the explained variable and the organizational climate variable as a dependent variable. The results of the regression model showed that the regression model is significant through the value (F), which reached (15.747) with a significance level (0.000), which is lower than the significance level (0.01). These results are explained by the fact that the interpreted variable quality of professional life explained 03% of the variation in the organizational climate by looking at the values of the coefficient of determination (R²) equal to (0.034). The value of the beta coefficient (Beta), which shows the relationship between the quality of professional life and the organizational climate, also came in the value of (0.184 -), which is an inverse negative value with statistical significance, as this can be deduced from the value of the test (T) and its statistical significance, meaning that the higher the level of good professional life quality among professors by one unit, the higher the level of organizational climate by 0.184 units. The success of any organization is linked to the quality of the professional life of the organizational institutions associated with the human resource in the organization. An effective human resource ensures the continuity of the success of the entrance to the professional life quality management system. Therefore, senior management should pay great attention to caring for it starting from the function of selection, appointment, evaluation, training and motivation. This makes them feel important in the organization, which leads to the activation of their role in the future.

8.2 presentation and description of the results of the second hypothesis : The first hypothesis states that "professionals satisfaction can be predicted by the scores of professors on the professional life quality scale. From this hypothesis the researcher used the statistical method simple regression analysis with which we will check the predictability of job satisfaction by the quality of professional life. And the result stable N°. (02) Shows that:

TableNo. (02): the results of a simple regression analysis to predict job satisfaction through the Indian quality of life scale.

Source of variability	Degree of Freedom	The set of squares	Average squares	The value of F	Confidence level
Among the groups	4	3254.469	813.617	1.247	0.290
Within the groups	445	290380.722	652.141		
Total grade	449	29363.591			

- **Source:** (outputs of the Field study based on the SPSS v26 program)

In order to find out the relationship between job satisfaction and the variable explained by Creative Leadership, a simple linear regression model was used as shown in Table (02), in which the quality of physical life variable was considered as the explanatory variable and the job satisfaction variable as a dependent variable. The results of the regression model showed that the regression model is significant through the value (F), which reached (14.657) with an indicative level (0.000), which is lower than the indicative level (0.001). These results explain that the interpreted variable quality of professional life explained 03% of the variation in job satisfaction by looking at the values of the determination coefficient (R²), which is equal to (0.032). The value of the beta coefficient (Beta), which shows the relationship between job satisfaction and the quality of professional life, came with a value of 0.178 -, which is an inverse negative value and statistically significant, as this can be deduced from the value of the Test (T) and its statistical significance, meaning that the higher the level of good job satisfaction among employees by one unit, the higher the level of professional life quality by (0.178) units. Since the quality of professional life is the process of influencing subordinates, it is considered one of the main factors in achieving job satisfaction, as it has a significant impact on the mobility and activity of the group and in creating interaction between the individual and other individuals, and through the dimensions of influence, the possibility of gaining satisfaction and belonging to employees and achieving the goals.

8.3 presentation and description of the results of the third hypothesis: The fifth hypothesis states that: « there are statistically significant differences in the level of quality of Professional life among the respondents attributable to the variable of years of seniority at work". To verify this hypothesis we calculated and used the test of monovariance analysis (One way Anova). Table (03) presents the results of the single variance test to verify the extent to which there are significant differences at the level of significance in the grades of the overall quality of Professional life attributable to the variable of seniority at work.

TableNo. (03): The results of the analysis of the unilateral variation (Anova) in the scores of the respondents on the quality of Professional life depending on the variable of years of seniority at work.

The dependent variable	Predictive variables (explained)	Coefficient R	Coefficient R ²	Value F	Significance F	Coefficient Beta	Value T	Significance T	Coefficient of contrast inflation
Organizational climate	Quality of professional life	0.184	0.034	15.747	0.000	0.184	3.968	0.000	1.000

- **Source:** (outputs of the Field study based on the SPSS v26 program)

It is clear from Table No. (03) above that there are no statistically significant differences in the level of professional life quality due to the variable of years of seniority at work among the sample of professors in the overall grade of the scale, where the calculated p-value was estimated at (1.274) and the confidence level (0.290), which is a value greater than (0.01) and (0.05), and therefore there are no

differences in the professional life quality variable due to seniority at work. And therefore the hypothesis did not materialize. Therefore, we can attribute such a result in the absence of differences due to the professional experience variable to the fact that teachers differ in their experience to the fact that they share the same conditions as they live in industrial enterprises as a result of personal, cultural and organizational factors without taking into account their experience, the majority of them, according to the survey and in interviews, the respondents stated that they practice work for fear of negative feedback from management, change their place of work and being fired from the job. They are also exposed to the same professional pressures, and then if their peak increases, they may be exposed to a lack of material incentives, which prevents employees from job satisfaction, when an organizational environment is not suitable for working conditions, then the employee's experience does not have a reaction in preventing the negatives of the quality of professional life. This result can be explained by the fact that the groups with professional experience and less experienced have the same level of indicators and dimensions of the quality of professional life in educational institutions.

Conclusion:

From all the above, we conclude that the secret of the development of organizations is no longer only in the ability to manage, represented only in the material aspect, but also in how to use leaders in directing the workforce, pushing it to discover and explode creative energies and provide an appropriate professional environment is one of the important strategies in creating a suitable professional quality of life for employees. Therefore, organizations, especially today, need to pay attention to providing employees with the appropriate quality of professional life so that they can face risks and take advantage of opportunities by influencing others to reach satisfactory performance of the organization and increase competitiveness and productivity. Thus, the quality of professional life is one of the important factors with a significant impact on the mobility of the group and the activity of the organization, and in creating the necessary administrative interaction to achieve effective goals and strategies, whether the latter pertain to the individual of the organization. The effectiveness of the cleaner does not appear in one-time, short-term or specific situations, but is linked with other others by Interactive, mutual and frequent relationships characterized by stability and continuity of work, which in turn achieves the quality of professional life and job satisfaction in the presence of a suitable organizational climate for individuals and their sense of belonging and loyalty to the organization.

Recommendations:

- The need to develop the quality of professional life in the organization through holding training courses that enable it to follow effective administrative and leadership methods, especially with regard to Democratic leadership, with the need to move away from arbitrariness and authoritarianism in management, for the benefit of individuals and the organization.
- The need to adopt modern and advanced management methods and concepts that enable organizations to keep abreast of technological developments and help them achieve an organizational environment in line with the requirements of employees
- The need to pay attention to achieving job satisfaction for individuals because of its importance in achieving a high level of productivity in the organization and the quality of professional life.
- The need for the leader not to stick to one leadership style and consider it as the successful one in all cases, but he must be characterized by flexibility in his dealings with his subordinates and his choice of leadership style according to the appropriate circumstance.
- Job satisfaction should be among the main topics that receive the attention of the leader, and this is after studies have shown that there is a relationship between him and the overall quality and performance in the organization.
- Attention to providing the quality of professional life in professional institutions, including focusing on the productivity of employees
 - providing a healthy and safe working environment provided by occupational safety conditions.
 - Creation of material, psychological and social conditions for workers and the development of special programs for the quality of professional life.
 - Working to satisfy the needs and desires of workers.
 - Providing the necessary Equipment and means to ensure the comfort of employees and customers.
 - Increasing the interest of the Departments of Health institutions in adopting the dimensions of the quality of life at work and working to achieve it better

- Re-program and organization of rest time that will relieve work stress
- Developing team spirit among employees, encouraging teamwork and individual work and pushing them to work together to solve the problems of accumulations and practical pressures.
- Providing a communication and communication system in the health institution, allowing the exchange of opinions and visions. Developing specialists in cognitive ergonomics to reduce the mental distraction of workers to reduce psychological and physical stress and provide health security for employees.
- The need to develop a system of incentives and material and moral rewards where it reflects positively on the behavior of individuals.
- The need to build trust between the leader and subordinates.
- Work on the participation of the leader to his subordinates in making the necessary decisions.
- The need for the leader to adopt a communication system that allows achieving mutual interaction between them.
- Allowing individuals to bring about change in the organization because of its effects, and work to blow up their energy and discover their talents.
- Urging leaders to support and encourage the method of teamwork in solving problems by spreading the culture of positive dialogue in the exchange of ideas and acceptance of different opinions to create a comprehensive quality.
- Work to reconcile the goals of the organization and the goals of employees by paying attention to the human resource and identifying its functional needs and taking into account individual differences in abilities and skills when distributing job tasks.

List of Arabic References:

- Joan Ismail Bakr (2013), quality of life and its relationship to social belonging and acceptance, Amman : Dar Al-Hamid publishing and distribution.
 - Ammar, Chaib Mohamed El Sassi (2017), the quality of professional life among professors of the Faculty of Social Sciences and Humanities at the University of the valley under some demographic variables, Journal of psychological and Educational Sciences, Algeria.
 - Nihad Abdel Rahmanal-Shanti (2016), the reality of career quality in government institutions and its relationship to work ethics, master's thesis, Al-Aqsa University Gaza.
 - Joan Ismail Bakr. (2013). Quality of life and their relationship to social belonging and acceptance : Oman Dar Al-Hamid publishing and distribution.
 - Hammamet Ammar, Al-Shayeb Mohammed Al-Sassi. (2017). The quality of professional life among professors of the Faculty of Social Sciences and Humanities at the University of the valley under some demographic variables, Journal of psychological and Educational Sciences 8(4).
 - Akoun Sharak (2016), the impact of career quality on the quality of Banking services, Journal of research and humanitarian studies, issue, 12(7).
 - Aqoun Sharaq (2016), measuring the quality of working life in commercial banks, the case study of the Bank of Agriculture and Rural Development for the state of Mila, Maarif magazine 11, (20).
 - Lamin Wadi (2016), the quality of working life as an input for the management of psychological burnout in women working at the Al-Hajjar hospital institution, Journal of studies and Research 08 (22).
 - Mahmoud Abdul Rahmanal-Shanti (2016), the impact of practicing transformational leadership methods on career quality : an applied study on the Palestinian Ministry of Health, Jordanian Journal of Business Administration 12 (01).
- Mohammad Baitul Islam (2012), Factors Affecting Quality of Work Life : An Analysis on Employees of Private Limited Companies in Bangladesh, Global Journal of Management and Business Research, 12(18), pp23-31, retrieved 22/11/2017 at 00h35 GMT, from : Cathel
- Kornig, Véronique Ghadi, Pascale Levet, (2016), Qualité de vie au travail et Qualité des soins/ Quality of working life and Quality of care, HAS, HAUTE AUTORITE DE SANTE- Service Développement de la Certification 2 avenue du Stade de France 93218 Saint-Denis-La Plaine.
 - CEDEX Cécile Heusse, (2014), La Qualité de vie : un indicateur pertinent pour l'évaluation d'impact les programmes d'intervention de Handicap International, Master université de RENNES.7.
 - Franck Bonnetain, January (2010), Qualité de vie, Centre Hospitalier regional et universitaire de Ben Sançom <http://www.researchgate.net>.

