

Occupational safety programs and their impact on job satisfaction, case study: the K Company for Irrigation and Building Works Tlemcen

HAMMADI BENSMAIN Lamia

Abu Bakr Belkaid, University of Tlemcen (Algeria), lam_hammadi@yahoo.fr

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Abstract:

Organizations pay great attention to preserve their human resources from work accidents and occupational diseases. The aim of this study is to address the impact of occupational safety programs on job satisfaction at the K Company for Irrigation and Building Works Tlemcen.

First, a literature review conducted, and then an empirical analysis carried out through a questionnaire, several interviews and observation in field. The findings showed a positive and strong correlation between occupational safety programs and job satisfaction through legal control programs.

Keywords: Human resource management, occupational health and safety programs, job satisfaction legal control program.

Jel Classification Codes: M12, M54, J28

1. INTRODUCTION

The human resource is the main engine and the nervous system for every organization and the safety of individuals occupies a great position of the institution's concerns. The human resources department plays a prominent role in providing appropriate and good working conditions for workers to ensure their health and safety through the development of occupational health and safety programs. (Syed Muhammad Gad Al-Rub, 2009; Abu Khashim Muftah Al Mabrouk, 2020).

The safety of workers and their protection from risks by providing an appropriate work environment would contribute to strengthening the job satisfaction of individuals. The subject of job satisfaction is one of the most important topics in the fields of management, industrial psychology, and organizational behavior, as it plays a prominent role in the organization. The concern for the health and safety of the human resource leads to reducing the rates of all kinds of work accidents and raising the level of job satisfaction (Shater Shafiq, 2013).

Algerian institutions, like other institutions that have been affected by the economic and industrial transformations that the world has witnessed, are also not spared from work accidents and occupational diseases.(Haririya Atika, 2017).

From the above, the following problematic can be posed:

The research problematic

What is the impact of occupational safety programs on job satisfaction of individuals in K Company for Irrigation and Building Works Tlemcen?

To answer the problematic posed the following hypotheses formulated:

Principal hypothesis: There is a correlation between occupational safety programs and job satisfaction through legal control in the K Company for Irrigation and Construction Works, Tlemcen.

Secondary hypotheses

H₁: There is a correlation between occupational safety programs and legal control programs in the K Company for Irrigation and Building Works Tlemcen.

H₂: There is a correlation between legal control programs and job

satisfaction in the K Company for Irrigation and Construction Works, Tlemcen.

The study objectives

- Enriching the theoretical aspect related to the concept of occupational health and safety and the most important programs allocated to it.
- Attempting to become familiar with the subject of job satisfaction and its relationship to occupational health and safety programs.
- Highlighting the extent to which occupational health and safety programs applied in the institution under study and their impact on the job satisfaction of employees.

2. Literature review

2.2 Occupational health and safety

2.2.1 The concept of occupational health and safety

There are many definitions of occupational safety, as the concept of safety overlaps with other concepts, as some researchers rely on replacing the concept of safety with security, but the concept of security indicates the goal and does not indicate the action. The late translation of the word “sécurité” in French is equivalent to the term “safety” because this concept appears to be comprehensive and combine two basic concepts, namely security and health together (Ashouri Jamal Al-Din, p. 51, 2019). Occupational health and safety means to protect individuals from accidents, and diseases, and to avoid injury. or reduce them, as much as possible (Hajim Ettai, Hachem Elabidi, 2015; Tahoun, 2006), by providing the necessary environmental conditions and specifications, and regulatory procedures in the work environment to make it safe, healthy and free from factors that lead to causes of danger to individuals working in organizations (Al-Tai, 2006; Bouhroud Fatiha, pg. 308, 2015).

2.2.2 Occupational health and safety in Algerian legislation

The Algerian legislator’s interest in the issue of occupational health and safety is evident through a series of laws stipulated in the Algerian labor law. Among the basic rights enjoyed by workers in Algeria are the right to health protection and security, the right to physical and moral integrity and comfort, the right to work medicine and Social Services (Haririya Atika, 2017).

The most important devices related to occupational health and safety in

Occupational health and safety programs and their impact on job satisfaction of individuals, case study the K Company for Irrigation and Building Works Tlemcen Algeria are the Ministry of Labor; Employment and Social Security, which is the first public administration in charge of occupational health and safety; The General Labor Inspectorate, a body under the tutelage of the Ministry of Labor that provides guidance and information to workers and their employees; The National Institute for the Control of Risks, which supports the public authorities to strengthen prevention with scientific expertise and awareness of specialized human resources; the Labor Medicine Service in all the employing institutions, and finally the National Social Insurance Fund for wage-earners in charge of providing social compensation and supporting the means of prevention at work.

2.2 The concept of job satisfaction

Job satisfaction aroused the interest of researchers in many disciplines such as economics, psychology, management and labor sociology, and was the subject of many research and studies. These works represent the first investigations in industrial psychology and are consistent with scientific work theories (Worrell, 2006). Armstrong (2006) defines satisfaction as the attitudes and feelings that individuals have towards their work, and job satisfaction is the result of a person's evaluation of his job or situation at work (Paillé, 2008). The determinants of satisfaction are manifold, from independence to work-life balance, including salary or relationships with colleagues, clients or superiors (Castel, 2011).

Several studies have been conducted to determine the factors that have an impact on satisfaction, especially the effect of human and material working conditions on job satisfaction (Duffy, Lent, 2009; Mueller and Kim, (2008). What interests us in this intervention is the relationship between job satisfaction and occupational health and safety.

2.3 Occupational health and safety programs that support job satisfaction

Occupational safety programs are among the tasks of exceptional importance to the human resources department, through which they aim to provide security, a healthy environment and occupational safety for all workers and to protect them from the risks resulting from work (Khadir Kadom Mahmoud, Yassin Kassi Elkharcha, 2007). The organization has a

set of plans to protect and protect its workers from all forms of risks that may threaten the lives of workers (Bouhara Hanae, Lamine Ouadi, 2015), among these plans, are physical health services programs and mental and psychological health services programs (Bazio Omar et al., 2022; Atika Haririya, 2017, Zaid Munir Salman, 2012).

2.3.1 Health and preventive services programs

The mission of the physical health services programs is to provide preventive services that include periodic examinations for workers, to ensure their safety from various diseases, and to provide medical examinations for prevention such as vaccination from communicable diseases and directing the administration towards the use of appropriate health conditions and conditions. The programs of health and physical services depend on defining preventive and curative policies, conducting periodic examinations for working individuals, providing health and treatment advice and instructions, following up on health and hygiene conditions and security conditions at work, and an employee responsible for health affairs (Mustapha Youcef Kafi, 2017).

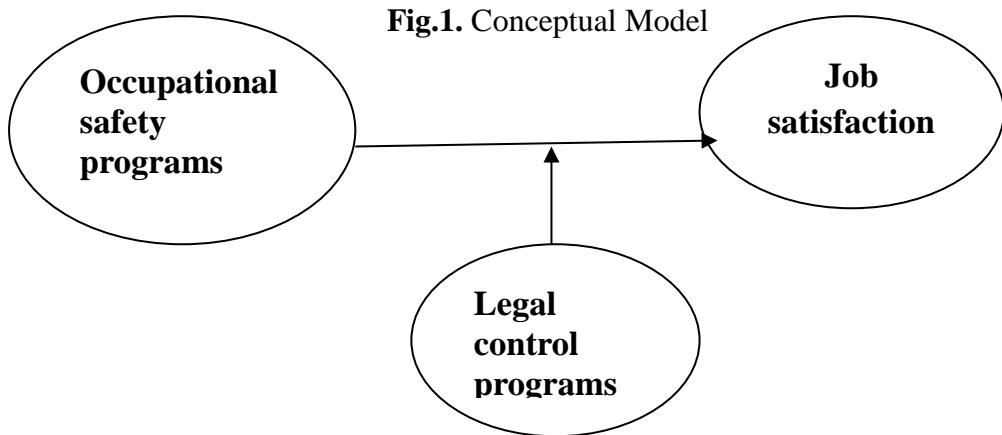
2.3.2 The relationship between legal control programs and job satisfaction

The employee's position on the legal and administrative aspect of the occupational health and safety programs applied in their institutions, and its contribution to providing job satisfaction, can be measured by studying a number of elements. The most important is the workers' evaluation of the institution's legislation system codified in its internal law and the related laws on compensation and workers insurance. We also can note the company interest in reviewing and evaluating the risks work and taking into account that workplaces are subject to permanent and continuous inspection sessions. Otherwise, make sure of administration's imposition of strict deterrent penalties on non-compliance with the use of prevention methods, and finally taking the workers' opinion in making decisions related to health and safety rules. (Attika Haririya, 2017).

3. Conceptual model

Based on the theoretical framework of the study variables, the following

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Source: By the author

3. Method and tools

The nature of the problem posed represented in the impact of occupational safety programs, as an independent variable, on the job satisfaction of employees, as a dependent variable, through, legal control, as intermediary variable, led to use the descriptive analytical method to describe the subject of the study from both the quantitative and qualitative sides.

3.1 Data collection

A questionnaire was distributed over 250 workers of the K Company for Irrigation and Building Works Tlemcen, 235 questionnaires have been returned which is equivalent to 94% response rate.

3.2 Questionnaire

The questionnaire consists of two parts; the first section contains the personal information of individuals (gender, age group, educational level and seniority). The second section includes search variables. The first is occupational safety programs, the second is legal control programs and the third is job satisfaction.

The questionnaire is based on a 5-point Likert scale that labeled: (Strongly disagree=1, Disagree= 2, Neutral=3, Agree=4, strongly agree=5).

In order to test the goodness of the data, the questionnaire must first be tested for validity and reliability.

3.2.1 Reliability of scales

Table 1. Reliability of scales

	Cronbach's Alpha	Rho_A	Composite Reliability	Average Variance Extracted (AVE)
Occupational safety programs	0,720	0,730	0,890	0,780
Legal control programs	0,672	0,689	0,812	0,738
Job satisfaction	0,843	0,918	0,922	0,803

Source: Output Smart PLS

3.2.2 Discriminant validity

The following table shows that there is no overlap between questions regarding variables (Fornell et Larcker, 1981).

Table 2. Discriminant validity

	Occupational safety programs	Legal control programs	Job satisfaction
Occupational safety programs	0,648		
Legal control programs	0,728	0,7455	
Job satisfaction	0,875	0,734	0,896

Source: Output Smart PLS

3.2.3 Determination coefficient R²

Since all R² values are greater than 0.2 we can analyze the results.

Table 3 . Determination coefficient R²

	R Square	R Square Adjusted
Occupational safety programs	0,180	0,178
Legal control programs	0,342	0,338
Job satisfaction	0,447	0,423

Source: Output Smart PLS

4. Hypothesis test and results

H₁: There is a correlation between occupational safety programs and legal control programs in the K Company for Irrigation and Building Works Tlemcen.

The table shows that the correlation between occupational safety programs and legal control programs is positive (correlation coefficient > 0) and strong (correlation coefficient = 0,728).

Legal control programs are one of the basics of occupational safety programs and this is confirmed by the statistical analytical reading where we find the answers to all the axis items of legal control programs ranged from approved to strongly approved, and resulted in a general rate equal to 4.08 equivalent to the " approved " classification.

This indicates that there is a positive trend for workers about what K Company for Irrigation and Construction Works has done about the effective application of controls and rules programs. In fact, several visits and interviews showed that the Company pays great attention to reviewing and evaluating the risks in work in order to protect the workers from injuries and occupational diseases. The company also undergoes the inspection and supervision in a permanent and continuous manner.

H₂: There is a correlation between legal control programs and job satisfaction in the K Company for Irrigation and Construction Works, Tlemcen.

The results of the table show that the correlation between legal control programs and job satisfaction is positive (correlation coefficient > 0) and strong (correlation coefficient = 0,734).

It is clear from statistical data, that the workers at K Company for Irrigation and Construction Works are agree. that the rules and regulations of health and occupational safety are regulated in the form that guarantees their right as workers and also agree on the existence of deterrent penalties for those who do not adhere to the use of prevention methods in order to protect them from occupational injuries and diseases.

K's Company workers are touched by the fact that the company applies legal protection programs to ensure their safety and their security at work and they have a positive feeling about it. The more the worker feels safe and secure within the **institution, the more satisfied he is with his job.**

Principal hypothesis: There is a correlation between occupational safety programs and job satisfaction through legal control in the K Company for Irrigation and Construction Works, Tlemcen.

The results of the table show that the correlation between occupational safety programs and job satisfaction is positive (correlation coefficient > 0) and strong (correlation coefficient = 0,875).

The general orientation of the views of the K's company personnel and the field observation can be concluded that K's application of occupational safety programs and adherence to administrative and legal controls has resulted in job satisfaction for workers. The results are based on the following answers to all the axis items of occupational safety programs ranged from approved to strongly approved, and resulted in a general rate equal to 3,98 equivalent to the " approved " classification:

- The K Company applies legislative system and laws on compensation and workers' insurance;
- The K Company also uses modern technology in taking preventive measures to protect workers from potential risks and injuries;
- The K company keeps informed regularly of the scientific and technological advances in the field of health and occupational safety procedures;
- The K Company provides guidance and instructions to the employees on the possible risks to protect them from workplace accidents.
- The K Company takes the opinion of the workers in some decisions

Occupational health and safety programs and their impact on job satisfaction of individuals, case study the K Company for Irrigation and Building Works Tlemcen regarding the rules of health and occupational safety.

5. CONCLUSION

The institution's legal control programs assess the risks of work and penalize any violation of occupational safety laws, for example, the non-use of preventive means as well as guaranteeing legal protection to employees. Thus, occupational accidents and illnesses are reduced by following the laws and regulations on occupational safety and the sense of job satisfaction is increased.

Providing preventive means and tools is one of the employees' priorities and requirements, for example, to provide suitable working conditions such as ventilation, etc. All this encourages workers' job satisfaction.

Health care programs perform medical examinations and care for each worker's health. When individuals feel interested by the institution, they do their job well and this increases their job satisfaction.

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