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The Psychological Stress of Working Women in Algeria: A Comparative Study between the Public and the Economic Sectors at the Directorate of Agricultural Services and Telecommunications in the Wilaya of Guelma, Algeria.

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Abstract:

The aim of this study was to investigate the psychological stress experienced by working women in Algeria and the underlying causes of such stress. A descriptive-analytical approach was employed, with a sample consisting of 28 working women from both administrative and economic (commercial) sectors. The sample was randomly selected, and the 'Holmes' questionnaire was used to measure psychological stress. The study reached the following results:

- *Working women in Algeria experience a high level of psychological stress.*
- *Statistically significant differences were found in the level of psychological stress based on marital status, with married women experiencing higher levels of stress.*
- *Statistically significant differences were found in the level of psychological stress based on the nature of the sector, with higher stress levels observed in the economic sector.*

**hamza ahlam*

Introduction:

Women are undeniably active members in the social framework across all dimensions, whether familial, educational, or economic. Their involvement in the workforce exemplifies their contribution to both national and familial economic structures, positioning them as pivotal stakeholders. Their role requires the activation and application of their intellectual, scientific, and physical capacities through effective integration into the economic and social systems, thereby increasing the demands and responsibilities associated with their role. Women are the cornerstone of family development through education and social upbringing. They also play a pivotal role in enhancing the family's economic situation, achieving self-actualization, and fostering a sense of importance and effectiveness within society. However, this can lead to role conflict, as they are simultaneously subjected to work pressures and face challenges and obstacles in both professional and familial domains. Consequently, they may be exposed to stress and psychological pressure.

The subject of psychological stress has attracted significant interest from scholars and researchers due to its profound effects on various aspects of an individual's life. One of the key sources of psychological stress for women is their engagement in the workforce, along with the increased burden of their roles. These pressures include social (family, personal), economic, and professional factors, among others. Many researchers believe that we are now living in a time of stress and psychological crises, as recent statistics show that 80 percent of modern diseases, such as heart attacks and blood pressure, are caused by psychological stress. According to a 1981 survey conducted in the United States, 36% of teachers would not have chosen the teaching profession again if it had been offered to them (Qaddour,H, 2011: 39).

Surveys have confirmed a correlational relationship between psychological stress and work-related stress, as well as the emergence of various associated psychological disorders. These include psychosomatic conditions such as cardiovascular diseases, peptic ulcers, hypertension, arthritis linked to high cholesterol levels, eating disorders, and unhealthy behavioral habits such as smoking, consumption of stimulants and caffeine-containing beverages (coffee, tea), as well as sleep disturbances, among others. In light of this, the central issue

of the study is focused on the following: Does the working woman in Algeria experience an elevated level of psychological stress?

Based on the main question, the following sub-questions have been formulated:

What is the level of psychological stress experienced by working women in both public and private sectors in Algeria?

Are there statistically significant differences in the level of psychological stress among working women in Algeria attributed to the variable of marital status?

Are there statistically significant differences in the level of psychological stress among working women in Algeria attributed to the sector in which they are employed?

The aims of the study

This study aims to identify:

- The level of psychological stress experienced by working women in Algeria within both the public and private sectors.
- The causes and factors contributing to the psychological stress encountered by working women.
- The factors influencing the intensity of psychological stress among working women in both administrative and economic sectors.

I. Literature Review

1. Conceptual Definitions

According to the dictionary of psychology, the term psychological stress is defined as: an English word that was used since 1936 following the work of Selye to describe the state in which the organism is at risk of losing balance due to the influence of factors or conditions that threaten the mechanisms of biological equilibrium. All factors that could disrupt this balance, whether physical (such as trauma or cold), chemical (such as toxins), infectious, or psychological (such as emotional stress), are called stressful factors. The term "stress" refers to the action of the disturbing factor and the body's simultaneous response to it (Narbert, S, 1999:256). However, Selye pointed out that stress is a set of symptoms that occur in conjunction with exposure to a stressful situation. It is a nonspecific response

of the body to environmental demands such as changes in the family, loss of a job, or relocation, which put the individual under psychological stress (Majid, B.El-D, 2008: 20).

The concept of psychological stress also refers to the psychological factors that may limit an individual's ability to perform their daily tasks appropriately. Stress leads to negative psychological and physical reactions, both short-term and long-term. It is often a state of emotional tension that arises from the difficult situations a person faces, resulting in negative effects on physiological, cognitive, and psychological functions (Khaled Mohamed, Gh, 2008: 86).

2. Operational definition: It refers to the score obtained by administering the Holmes Stress Test to working women at Guelma's Agricultural Services Directorate and Algeria Telecom Agency.

2.1. Women's Work

The origins of interest in the professional and occupational aspects of women date back to the Industrial Revolution, when work disruptions began for various reasons, including exhaustion and stress caused by the imbalance between the effort exerted and the wages received. Workers were forced to work long hours for low pay, which created opportunities for women to enter the labor market and fill the workforce gap in factories, thereby helping to prevent economic losses." (Abdulaaziz, M : 162)

2.2. The Working Woman

Kamila Abdel-Fattah identifies a working woman as "a woman who works outside the home and receives financial compensation for her labor. She simultaneously fulfills two primary tasks in life: that of a housewife and that of an employee." (Kamila Ibrahim, A-F, 1984: 106)

3. Operational Definition:

In the context of this study, a "working woman" refers to an individual who is employed outside the home, receiving a monthly salary in exchange for her contributions to an economic or administrative institution within the public sector.

3.1. Sources of Psychological Stress

Ashoul (1993) refers to sources of stress as stimuli that have the potential to provoke a response of either confrontation or avoidance.

- Internal Sources: These include:
 - Inability to socialize.
 - Low social skills.
 - Emotional stress.
 - Competition and aggression.
 - Loss of security and feelings of fear.
 - Low ambition and role ambiguity.
 - Moral conflict.
 - Inability to confront challenges.
 - Health pressures and chronic illnesses.
 - Shyness and introversion.
- External Sources:

These stem from external environments such as noise, earthquakes, hurricanes, pressures from values and beliefs, and conflicts between customs and traditions. Some classifications further divide them into:

 - Social Sources: These include factors such as poverty, malnutrition, educational level, and living conditions.
 - Personal Sources: Certain individuals tend to assign significant importance to various situations, while lacking confidence in their results. Consequently, they experience higher levels of anxiety compared to others.
 - Domestic Sources: These arise from family-related matters, often resulting from household responsibilities that exceed an individual's capacity.
 - Self-related Sources: These include high levels of ambition, motivation, or the drive to surpass others.
 - Material Sources: These refer to the pressures related to fulfilling family needs, including housing, children's education, and living expenses. (Mohamed, B, Hajj,Ch, 2016: 118-119)

4. Stages of Psychological Stress:

Hans Selye is considered one of the pioneers in the study of psychological stress and its negative pathological effects. He presented a three-step model of the stress response, which he called the General Adaptation Syndrome. According to Selye, stress unfolds in three distinct stages:

- ❖ Alarm Stage (warning): In this phase, the body is activated to face the threat. Hormones are released, and the pulse and breathing accelerate. The individual enters a state of alertness, prepared for either confrontation or escape.
- ❖ Resistance Stage: During this stage, the body attempts to resist the threat. The more the stress intensifies, the individual moves into the resistance phase, experiencing anxiety and tension which indicates the body's effort to cope with the stress. This resistance can lead to accidents, poor decision-making, and increased susceptibility to illness due to the individual's inability to fully control the situation.
- ❖ Exhaustion Stage: This stage occurs when the individual fails to overcome the threat, and stress persists for a long period. So, the body's physiological resources are depleted, leading to physical or emotional collapse. As resistance falters, fatigue sets in, and stress-related disorders such as ulcers, headaches, high blood pressure, and other risks emerge, posing a direct threat to both the individual and the organization. Hebb offers another perspective on stress, suggesting that the individual is working under conditions beyond his control. (Halima, K, 2014: 156)

5. Previous Studies

- Awad Al-Mishaan's study (2001): entitled Sources of Work Stress: A Comparative Study between Kuwaiti and Non-Kuwaiti Employees in the Public Sector. This study aimed to examine the sources of stress among employees by using the Work Stress Sources Scale (Cooper, 1988) translated by the researcher. The sample consisted of 289 employees. The researcher concluded the following results: Statistically significant differences were found between Kuwaiti and non-Kuwaiti employees in terms of work stress sources, with Kuwaiti employees experiencing higher levels of stress. Differences in stress sources were attributed to gender, with females being more exposed to stress compared to males. No statistically

significant differences were found between employees based on educational level.

- Study by Nwaishi Fatima Zahra (2003): Perceived Stress and Its Relationship with Burnout Among Middle School Teachers in the Context of Organizational Climate in the Education System Reform.

The researcher used Cohen's scale, consisting of 14 items, Maslach's burnout scale with 22 items, and the Likert organizational climate scale with 12 items. The latter measures the following dimensions: framework and structure, responsibility, rewards, risk, warmth of social relationships, and support. The researcher concluded the following results: A positive and statistically significant correlation was found between perceived stress, burnout, and organizational climate. Stress resulting from the reforms was identified as one of the factors contributing to burnout among middle school teachers, with a high level of burnout observed in the study sample.

- Reda Masoudi (2010) conducted a study entitled "Indicators of Psychological Stress Among Teachers: A Comparative Study Between Teachers in Algeria and Dubai."

The aim of his study was to investigate the significance of differences between Algerian teachers and teachers in Dubai regarding the levels of psychological stress indicators. The sample consisted of 97 teachers, with 51 from Dubai and 46 from Algeria. Data were collected through a questionnaire covering three main dimensions: specific responses, general signs and symptoms, and disorders resulting from stress. The results indicated:

-No significant differences were found between Algerian and Dubai teachers neither in terms of physical, psychological, behavioral stress symptoms, nor in the overall score for stress-related disorders and its three components.

-Higher levels of psychological stress were observed among teachers in Dubai compared to their counterparts in Algeria.

- Yamina Muqbal Hadeel (2011) conducted a field study of female higher education professors to investigate the relationship between psychological stress and marital adjustment.

The study sought to explore the relationship between the psychological stress experienced by female university professors and their marital compatibility. The study was conducted on a sample of 42 female higher education professors. The researcher used Ibrahim Flata's (2008) marital compatibility scale, consisting of 22 items, and the psychological stress scale by Cohen et al. (1983), which contains 14 items. Additionally, the study examined the potential influence of the number of children under the age of childhood on the level of psychological stress. The researcher concluded the following results:

- A relationship was found between psychological stress and marital compatibility; higher psychological stress levels in working women were associated with lower marital compatibility, and vice versa.

- Individual differences in psychological stress were observed based on the variable of the number of children under the age of childhood.

- No differences were found in women's marital compatibility based on the age difference between spouses .

- Ghania Farah (2015) study: Psychological stress and its relationship with marital compatibility among middle school teachers - a field study in Tipaza and Blida- Algeria-

The aim of the study was to examine the correlation between psychological stress and marital compatibility among a cohort of middle school female educators who are also spouses and mothers. The sample consisted of 40 cases. The researcher used clinical interviews for data collection, along with a psychological stress scale developed by the researcher herself and a marital compatibility scale created by Dr. Masoudi (2010). After analysis and interpretation, the researcher reached the following conclusions:

- The sampled individuals exhibited moderate levels of psychological stress.

- The sample did not experience marital incompatibility.

- No statistically significant relationship was found between psychological stress and its dimensions and marital adjustment.

- Research by Rabah Dubai and Fatima Zahra Nouichi (2015): The relationship between perceived stress and burnout, and the problem of reforming educational institutions

The research explores the relationship between burnout caused by perceived stress among teaching and administrative staff, and how this affects the services provided in educational institutions. The researchers used Cohen's Perceived Stress Scale, which consists of 14 items, and the Maslach Burnout Inventory, which consists of 22 items, measuring the three dimensions of burnout: emotional exhaustion, depersonalization, and a lack of empathy. The results revealed that:

-The participants in the sample experience a high and significant level of burnout, with a statistically significant positive correlation with perceived stress.

-The existence of a statistically significant positive correlation between perceived stress and burnout negatively impacts the quality of services provided.

- Another Study conducted by Ben Hafaf Somia (2018): The Effect of Proposed Training Units Using Yoga Exercises to Reduce Stress Among Working Women – An Experimental Study on the Women's Aerobics Club in Ghardaïa.

The researcher used the experimental method on a purposive sample of 10 working women practicing aerobics at the Bouhara Club in Ghardaïa, who were experiencing varying degrees of stress. After applying 12 training units focused on relaxation for 20 minutes, accompanied by calming music, the researcher readministered the stress scale and analyzed the differences using SPSS program. The results revealed the following:

-The training units helped reduce family-related stress, improved their ability to handle the demands of their profession, and cope with unexpected circumstances.

-Rising health awareness among the sample, along with a greater tendency to enjoy the pleasures of life.

II. Field Study

A. Geographical scope:

The study was conducted at the Directorate of Agricultural Services in the Wilaya of Guelma, including all its services within the administration, namely:

- Administration and Resources Service (SAM).

Statistics and Information Systems Service (SASSI).

- Organization, Production, and Technical Support Service (SOPAT).
- Wilaya Veterinary Inspectorate (IPW).
- Rural Development and Investment Promotion Service (SARPI).
- Wilaya Plant Inspectorate (IVW).
- Algeria Telecom Agency in Guelma, located on Aqqabi Street, which is a commercial-type agency, affiliated with the Algeria Telecom Directorate in Guelma.

B. The methodology of the study

A set of organized processes aimed at achieving a goal (Maurice, I, 2004: 98). The descriptive approach was used as it is consistent with the nature of the study, aiming to address the study's variables and objectives. It incorporates statistical data intended to describe, analyze, and interpret the phenomenon in light of the data defined by the study's goals and its sample

C. Study Sample

The study comprised all female employees at the Algeria Telecom Commercial Agency in Guelma, with a total sample of nine participants. For the Directorate of Agricultural Services, (50) questionnaires were randomly distributed to female employees at the Directorate's headquarters. A total of 19 completed questionnaires were returned, representing (50%) of both the distributed surveys and the study population

D. Study Tools

- Holmes Test: it is a questionnaire designed to identify the types of stress and psychological pressures that an individual has experienced. The test was developed by physiologists "Holmes" and "Richard Rahe" in 1967, and consists of 43 items representing family, personal, and professional situations, with economic and social factors. These situations force individuals to adapt to the stressors they encounter. (Mohamed Hamdi Al-H, D.S: 229)
- Test Instructions: If any of the events listed have occurred to you in the past six months, please check the appropriate box.
- Scoring the Test:

After calculating the total score based on the responses, a score exceeding 150 indicates the presence of stress. The underlying causes of this stress can be further analyzed through the responses provided in the test.

➤ Interpretation of Scores

- 100-200: This indicates a low level of susceptibility to stress.
- 201-240: This indicates moderate level of susceptibility to stress.
- 250 and above: This indicates high level of susceptibility to stress

This implies that several events (approximately nine) are related to work, indicating work-related stress and its possible effects on an individual's physical and psychological health. According to Holmes and Rahe's studies, individuals who scored 300 points on the scale over the past year were two to three times more likely to experience stress-related illnesses and other complications compared to those with lower scores.

E. Results and Discussion

Based on the validated scoring system of the Holmes Stress Scale, the researchers utilized the identified score thresholds as indicators to classify the specific type of stress experienced by working women.

1) Calculating the Arithmetic Mean:

It was conducted to examine the differences in psychological stress levels within the sample based on the variables of marital status (single/married) and occupational type (public sector/economic sector).

Table 1: Distribution of the Sample According to Marital Status

Marital Status	Percentage
Single	25%
Married	75%
Total	100%

According to the table above, it can be said that the distribution of the sample based on the marital status variable shows that 25% of the study sample are single, while 75% are married, representing the overall sample size.

Table 2: Distribution of the Sample According to Profession Type

Sector	Percentage
Administrative	32.14%
Economic	67.86%
Total	100%

Based on the table, there is a noticeable variation in the sample distribution according to the nature of the profession. The percentage of individuals employed in the administrative sector exceeds that of those in the economic sector, according to the responses collected in the study. This disparity can be attributed to the differences in the nature and structure of employment between the two sectors. Furthermore, the lack of responses from individuals in the economic sector is primarily due to the high work pressure they experience, which left them with little time to complete the questionnaires. As a result, they opted to prioritize their work duties, unlike those in the administrative sector who were more willing to participate.

2) Calculating the Mean of Psychological Stress

The arithmetic mean, or average, refers to the average of a set of numbers. It is used to assess the other values within the sample. This value can be obtained by summing all the individual values within the dataset and then dividing the total sum by the number of values in the set, providing a comprehensive measure of central tendency.

$$\text{The mean} = \frac{\text{Sum of values}}{\text{Number of values}}$$

Mean = the sum of the psychological stress values for the sample ÷ Number of sample members.

Table 3: Psychological Stress Scores of the Sample

Participants	Psychological Stress Score	Participants	Psychological Stress Score
01	89	15	28
02	146	16	259
03	41	17	110
04	108	18	355
05	185	19	230
06	120	20	46
07	535	21	107
08	239	22	85
09	230	23	77
10	314	24	179
11	235	25	24
12	346	26	426
13	362	27	487
14	210	28	336
The arithmetic mean of psychological stress for working women		221.75	

According to the data presented in the table above, it is evident that the psychological stress scores obtained from the test correction for the study sample show that the majority of the sample experiences moderate psychological stress. This is based on the fact that the scores obtained in the 'Holmes' test exceeded (150), which indicates the presence of stress or suggests a significant level of stress.

On the other hand, the individuals who did not show significant psychological stress had scores ranging between (24) and (146)

Regarding the participants experiencing psychological stress, the highest recorded score was (535), indicating exceptionally high psychological distress. This was attributed to various factors identified in the assessment, primarily occupational challenges, familial conflicts, health-related issues, and financial hardships.

Based on the calculated mean psychological stress score for the sample (working women), which is estimated at (221.75), exceeding the threshold of (150), it indicates the presence of psychological stress within the sample, which is relatively high. This can be attributed to various occupational factors, such as the difficulty of the work, which causes feelings of imbalance. The difficulty may arise from either the individual's lack of knowledge about the various aspects of their job or from a lack of understanding of these aspects. Supervisors and management systems play a crucial role in this regard. The absence of job description cards, which supervisors fail to share with employees or explain, exacerbates the individual's sense of job difficulty. Furthermore, work difficulty may sometimes stem from the amount of work exceeding the available time for performance or surpassing the individual's capabilities

Economic issues also contribute to the stress, as various physical working conditions, such as lighting, temperature, humidity, noise, workplace organization, and other factors, can lead to a sense of inadequacy in the work environment, thereby increasing stress and psychological pressure (Mohamed Youssef, Al-Q, 2015 : 182).

Furthermore, social issues such as the various tasks that women are expected to play and the fear of failure, especially in relation to their children, contribute to stress. As pointed out by Muhammad Yusuf Al-Qadi (2015: 182), disturbances in relationships within the workplace environment lead to aggressive behavior, conflicts, or political maneuvers that burden one party in the relationship. Some relationships may also infringe upon personal freedom or fail to maintain confidentiality, further contributing to the creation of a stressful work environment.

Working women in both the administrative (public) and economic sectors experience similar levels of psychological stress. This concurs with the findings of Awad Al-Musha'an's (2001) study entitled 'Sources of Work-Related Stress: A Comparative Study Between Kuwaiti and Non-Kuwaiti Employees in the Government Sector, which revealed a significant increase in psychological stress among employees in the public sector.

Based on the findings, it is can be concluded that working women experience psychological stress, which supports the validity of the hypothesis.

Table 4: Psychological Stress Based on Marital Status (Single Working Women)

Participants	Psychological Stress Score	Participants	Psychological Stress Score
01	28	6	259
02	24	7	120
03	108	8	185
04	85	9	487
05	346	/	/
Mean psychological stress		182.44	

Through a detailed tabular analysis, it is observed that the average level of psychological stress among unmarried working women is (182.44), indicating the presence of psychological stress, as this value exceeds the threshold by (15) points. The lowest recorded stress level within this group is (28), suggesting the absence of significant psychological stress, while the highest value observed is (487). This reveals that individuals within the sample who scored above (300) were experiencing considerably elevated levels of psychological stress in the previous year, compared to their counterparts who scored below this threshold. The latter group reflects a substantial accumulation of psychological stress.

Table 5: Distribution of the Sample According to Marital Status of Married Working Women

Participants	Psychological Stress Score	Participants	Psychological Stress Score
01	77	10	210
02	41	11	362
03	46	12	235
04	89	13	314
05	110	14	230
06	355	15	239
07	230	16	314
08	179	17	535
09	107	18	336
/	/	19	426

The mean psychological stress of married working women	233.42
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There is a variation in the distribution of psychological stress levels among the samples based on the marital status variable. The lowest recorded stress level is (41) points, while the highest is (535) points, indicating significant psychological stress. Additionally, only five cases do not experience psychological stress, with stress levels ranging between (41) and (110) points according to the 'Holmes' stress scale.

When comparing the results of the average psychological stress levels based on the marital status variable, it is found that unmarried working women experience lower psychological stress than their married counterparts, due to marital responsibilities and issues on one hand, and professional challenges on the other. This finding concurs with Nancy Botsen's survey (1997), entitled "The Relationship Between Women's Work and Their Psychological Stress" which confirmed that work, marriage, and motherhood are primary sources of stress, as married women have obligatory household tasks compared to their unmarried peers. This is further supported by Baihess and Maatouq's study (1991), which highlighted that working women experience higher levels of psychological stress compared to unmarried women due to familial pressures and the burden of tasks they must fulfill. Similarly, regarding coping strategies for dealing with stress among working women, based on marital status, Houaria and Kaddour Ben Abad (2011), reported that married women tend to experience higher levels of psychological stress.

There are statistically significant differences in the intensity and level of psychological stress experienced by working women, attributed to marital status, with married women experiencing higher psychological stress compared to unmarried women. This confirms the hypothesis's validity.

3) -Differences in psychological pressure according to the variable of job nature:

Table 6: Psychological Pressure in a Sample of Female Administrative Employees in the Public Sector

Sample	Psychological Pressure Intensity	Sample	Psychological Pressure Intensity
01	108	10	110
02	41	11	210
03	487	12	362
04	346	13	235
05	259	14	314
06	120	15	230
07	146	16	239
08	535	17	89
09	355	18	28
/	/	19	185
Mean		221.30	

The table reveals significant variation in the levels of psychological pressure among women in the administrative sector. The lowest recorded intensity, according to the measurement scale used, is 28 points, indicating minimal psychological pressure. Accordingly, it can be said that the individual is not experiencing considerable stress. In contrast, the highest intensity recorded is 535 points, reflecting a substantial level of psychological pressure. Regarding the overall average psychological pressure for the female sample working in the administrative sector, the findings indicate a relatively high degree of stress, with an average score of 221.30. This can be attributed to factors such as extended working hours and low monthly income. With a typical workday of 8 hours, significant physical strain is experienced, contributing to elevated psychological pressure. Additionally, the nature and volume of the tasks assigned appear to exacerbate the stress levels. Feelings of inadequacy or guilt are often reported by women, who face the dual demands of professional and domestic responsibilities, balancing roles as employees, mothers, and wives. Similarly, unmarried women

face comparable challenges, managing familial obligations along with personal, economic, and professional issues.

Table 7: Distribution of Psychological Pressure Levels among Female Employees in the Economic Sector

Sample	Psychological Pressure Level	Sample	Psychological Pressure Level
01	336	06	230
02	24	07	426
03	85	08	179
04	77	09	107
05	46	/	/
Mean		167.77	

According to the tabular data, the lowest level of psychological pressure among the sample of women employed in the economic sector is (24) points, indicating a substantial absence or significant reduction in both the degree and intensity of psychological stress. In contrast, the highest recorded level is (436) points, which reflects a considerable increase in psychological pressure, likely attributed to the responsibilities associated with the job role, as inferred from the survey data analysis. The arithmetic mean for the sample is (167.77), which exceeds 150 points, thus indicating the presence of notable psychological pressure within this group.

Comparing the results between the two groups reveals a higher average level of psychological pressure in both groups; the sample from the administrative sector experiences greater psychological stress than the sample of women in the economic sector. The psychological pressure intensity for the administrative sector (221.30) is higher than that of the economic sector (167.77), despite the close proximity of the two values.

These findings can be attributed to differences in job nature and demands in both two sectors. In the economic sector, employees often face long and irregular work hours, ranging from daily shifts to intermittent schedules, including holiday rotations and late working hours. Additionally, there is fieldwork involved, such

as sales and direct customer interactions, with high and continuous customer service demands, particularly at Algerian Telecom.

Conversely, the public sector generally has fixed and defined working hours (8 hours daily, excluding public holidays), and there is usually no shift system in most departments, except in the healthcare sector.

This finding is supported by Hoffman's (2001) study on work stress and job satisfaction among nurses in U.S. hospitals, which concluded a positive correlation between psychological stresses and extended working hours. Nurses working more than twelve hours a day reported higher stress levels than those working only eight hours.

The concept of the conflict between work and personal life is based on the idea that individuals have a limited amount of time and energy, and both domains (professional and familial) require a share of this energy (Hajj Ali, N, 2020: 13). These findings may elucidate the higher levels of psychological pressure among women in the economic sector compared to those in the public sector in Algeria, due to the differing nature of the work and the high demand for services provided by Algerian Telecom. Technology, the internet, and addiction to these services are part of what Algerian Telecom offers, thus creating professional pressure inherent in the job itself. This pressure is further exacerbated by the high, continuous, and intense influx of citizens, especially during service disruptions, leading to conflicts with customers. Additionally, the possibility of poor relationships with colleagues and competition for positions contributes to the stress. In contrast, the public sector provides specific services to a defined group of citizens in each department, resulting in more stable working conditions.

Therefore, statistically significant differences exist in the level of psychological pressure between the sample of women working in the economic and administrative sectors, so corroborating the hypothesis's validity.

Conclusion

The study concluded that working women in Algeria experience elevated levels of psychological stress across various sectors (public sector, economic sector), as a result of a range of causes and influencing factors. Furthermore, statistically significant differences were identified, linked to variables such as social status

and the nature of the sector. Despite the limited number of studies focusing on work-related stress, particularly the impact on women, it is evident that these stresses negatively affect both work performance and personal life, leading to physical and psychological disorders such as insomnia, depression, and family issues. Therefore, it is crucial to consider the social characteristics of women when assigning tasks, in addition to fostering the development of stress management strategies, promoting effective time management, establishing a social support network, and ensuring sufficient time and space for personal relaxation and rest. .

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