

Absence from work and its impact on the professional stability of the employees of sports institutions

التغيب عن العمل وانعكاسه على الاستقرار المهني لدى موظفي المؤسسات الرياضية
دراسة ميدانية بمديرية الشباب والرياضة لولاية المسيلة

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Abstract: This study aims to find out the impact of absenteeism on the professional stability of the employees of sports institutions in the employees of the Directorate of Youth and Sports of the Wilayat of Messila. In this study, we used the descriptive approach that is the most appropriate for this study. As for the study community, we selected 45 individuals, including 30 individuals, to conduct the basic study. I designed a questionnaire consisting of two axes: the income axis and the promotion axis. At the end of this study, we concluded that the wage is the first determinant of the workers' sense of professional stability, as most workers show a great desire to change their position for other more paid positions, and workers consider that reaching the career they aspire to will only be through obtaining the opportunity for promotion.

Keywords: Absenteeism- Professional stability - Sports institutions.

المخلص : تهدف هذه الدراسة الى معرفة انعكاس التغيب عن العمل على الاستقرار المهني لدى موظفي المؤسسات الرياضية لدى موظفي مديرية الشباب والرياضة لولاية المسيلة ولقد استعملنا في هذه الدراسة المنهج الوصفي الذي يعد الانسب الى هذه الدراسة. أما مجتمع دراسة قدر بـ 45 فرد اختارنا منهم 30 فرد لإجراء الدراسة الأساسية، وقد قمت بتصميم استمارة استبيان مكونة من محورين محور الدخل ومحور الترقية، وفي ختام هذه الدراسة توصلنا الى أن الأجر هو المحدد الأول لشعور العمال بالاستقرار المهني، إذ يبدي معظم العمال رغبة كبيرة في تغيير منصبتهم لأجل مناصب أخرى أكثر أجر كما أن العمال ينظرون إلى أن الوصول إلى المستقبل الوظيفي الذي يطمحون إليه لن يكون إلا عبر الحصول على الفرصة في الترقية.

- الكلمات المفتاحية : التغيب- الاستقرار المهني- المؤسسات الرياضية.

- **The methodological steps followed in a scientific paper:**

I. Theoretical Aspect

1. Introduction:

The success of any institution depends on its employees and workers. Therefore, it must provide reasons that help them adapt to the various organizational, social, and environmental aspects of their work, in response to the evolving needs of society. Considering the impact of the type of profession on the life of the worker and their family, the employee has become the focal point in the production process. However, this cannot be the case with the spread of absenteeism in the work environment, which has become a phenomenon that worries all institutions due to its impact on employees and its numerous consequences. When absenteeism occurs, production is disrupted and halted. Hence, institutions are keen on providing and training a workforce to ensure and increase production. Additionally, most institutions offer employees a specific time to attend to their material and social needs.

The topic of absenteeism has received significant attention from researchers and managers. It deserves study as a behavior exhibited by individuals within an institution to understand its various causes. The reasons for these social problems can be related to the individuals themselves or to the work environments. These problems vary from one institution to another and greatly contribute to employee absenteeism within the institution because, as these problems increase, worker absenteeism increases, leading to a decrease in production.

2. Research Problem:

Absenteeism from work is a phenomenon that needs to be addressed as it is one of the issues that social institutions suffer from. Absenteeism represents a form of human resource loss in the workplace, and the developmental plans in

societies mainly rely on human resources. Therefore, their absence will affect efficiency or performance. The reasons for absenteeism are numerous and hard to enumerate, but they can be classified to facilitate their study into physical, social, psychological, environmental, health-related factors, and others, including the nature of administrative systems and human relationships associated with social practices among individuals within the institution. These aspects are linked to the nature of organizational culture and vary in severity from one community to another and from one institution to another.

Absenteeism indicates the absence of a worker from work despite being scheduled to be present. It is calculated as a rate or percentage of lost days compared to the total working days, assuming the workers are actually present. "It is an objective indicator of an individual's maladaptation to their work environment and a useful measure, especially for investigating cases of stress and dissatisfaction among workers. There is no doubt that an increased absenteeism rate accompanies areas of individual weakness resulting from an employee's dislike of the institution where they work" (Shehrzad Al-Basir, 2001/2002, p. 89).

There is no doubt that absenteeism has a negative impact on both workers and employers alike. If work is conducted according to a shift system, the absence of a worker can disturb team members, lower their morale, and force management to retain a number of standby employees, paying them wages to replace the absentees, which increases production costs (Hussein Abdul Hamid, 1995, p. 125).

Absenteeism represents a negative symptom of various behavioral and organizational problems. It can be likened to a conflict that clearly signals a malfunction within an individual's system. The treatment, of course, is not only

to address the symptom but to remedy the source of the issue (Mustafa Ashwi, 1992, p. 92).

The occurrence of absenteeism in sports institutions affects the regularity of employees in their work. This can be analogous to leaving during working hours for trivial and illogical reasons, fabricating excuses that do not justify the absence, without considering the impact on both the worker and the sports institution.

The study begins by exploring the following question: What are the main factors causing absenteeism?

3. Hypotheses:

- Internal Factors: These include issues related to the work environment such as poor communication with management and colleagues, job dissatisfaction, and more.
- External Factors: These cover aspects outside the workplace (e.g., place of residence, external conditions, transportation issues) that contribute to employees being distracted from their work, leading to absenteeism.

Research Methodology and Tools:

The researchers adopted an evaluative approach and used questionnaires as their primary tool. They selected a random sample of 94 workers. The study reached two main conclusions:

1. Work Environment Factors: Routine, stress, poor relationships between employees, weak administrative management, and dissatisfaction with wages are all factors that contribute to absenteeism.
2. External Factors: These also have a significant impact on absenteeism. Factors such as the distance of the workplace from the employee's residence, lack of transportation, or personal family issues contribute to this phenomenon.

4. Previous Studies:

4.1. Study by Ameen Anis Sako and Mohamed Said Khaddawi: "Study of Absenteeism in the Public Service," a case study of the Wilaya Directorate of Trade in Saida. A dissertation submitted for the Master's degree in Quantitative Management Methods, Dr. Moulay Tahar University, Saida, 2015-2016.

4.2. Study by Ben Ali Aisha and Flahi Zahra: "The Impact of Student Absenteeism on Academic Achievement at the University," a case study in the Department of Commercial Sciences, Abdelhamid Ibn Badis University in Mostaganem. Published in the Academy Journal for Social and Human Studies, Vol. 5, No. 2, July 1, 2013.

Research Question:

What is the impact of students on academic achievement at the university?

Methodology:

A random sample consisting of 200 students from each semester was selected. Statistical and economic evaluations of the academic achievement-absenteeism model were used.

Study Results:

- There are differences between the grades of students who do not miss classes and those who frequently do. The overall grades of students are directly proportional to their attendance.
- The level of academic achievement increases with regular attendance.

4.3. Study by Salha Isan, Ali Kazem, Wajiha Al-Ani, Hilal Al-Nabhani, Khalid Al-Hanai, and Salem Al-Sukaini:

Reasons for Teacher Absenteeism from Official Duties in Light of Some Demographic Variables, published in the Jordanian Journal of Educational Sciences, Vol. 7, No. 1, 2011, pp. 10-20.

Research Questions:

- What are the reasons for teacher absenteeism from official duties in the Sultanate of Oman?
- Do the reasons for teacher absenteeism vary based on gender, experience, marital status, and workplace location?

Study Design:

A random sample of 660 teachers from five educational regions was selected for this study. The descriptive method was employed to analyze the data.

Study Results:

Reasons for Teacher Absenteeism:

1. Professional Preparation Programs:

- These programs lack elements that foster a sense of belonging to the teaching profession among teachers.
- Teachers do not acquire administrative skills related to their roles in schools.

2. Job Satisfaction:

- Low job satisfaction is a major factor in absenteeism. Teachers suffer from long working hours, lack of a clear promotion criterion, and wages that do not match the workload.
- Additionally, professional growth opportunities are not available to the extent desired by teachers.

3. Family Health Issues:

- The study also identified a significant reason related to the illness of a family member.

4.4. Study by Reda Kajja:

Effectiveness of Industrial Organization and Its Impact on Worker Performance in the Institution, a comparative field study between permanent and temporary workers in the Gas Cylinder Manufacturing Company in Batna. Doctoral thesis in Sociology of Work and Organization, University of Batna, 2008-2009.

Main Research Question:

- How effective is organizational structure in Algerian industrial institutions?
- What is the impact of organizational factors on the performance of permanent versus temporary workers?

Sub-Questions:

1. To what extent does the effectiveness of organizational leadership influence the performance of permanent workers compared to temporary workers?
2. How does the social services system contribute to improving the performance of permanent workers compared to temporary workers?
3. How can the effectiveness of human resource management functions enhance the performance of permanent workers compared to temporary workers?

General Hypothesis:

The effectiveness of organizational structure within institutions plays a crucial role in enhancing worker performance through rational and systematic organizational factors.

Specific Hypotheses:

1. The effectiveness of organizational leadership enhances worker performance.
2. The social services system is related to improving worker performance.
3. Effective human resource management functions significantly enhance worker performance through rational and systematic approaches.

Methodology:

- The descriptive method was used to describe the organizational reality and analyze data to determine the performance of both permanent and temporary workers.
- A purposive sample was selected, focusing on workers in the production and storage departments.

- Data collection tools included observation, informal interviews, questionnaires, and document analysis.

Study Results:

The study concluded that temporary workers are more productive than permanent workers. Achieving effective worker performance in the institution under study is dependent on the effectiveness and rationality of organizational factors, adhering to the principles of organization that emphasize autonomy. These principles aim to mitigate the negative impacts experienced by public institutions throughout previous organizational phases.

4.5. Study by Fateh Jabli, 2006:

Main Research Question:

Does professional stability indicate the appropriateness of promotion, or is it influenced by other intervening or constant variables?

The research aimed to understand the actual relationship between job promotion and professional stability within an industrial institution. The descriptive method was used, employing social survey techniques, including observation, interviews, and questionnaires. The study involved a sample of 90 individuals.

Key Findings:

1. Promotion's Role: Promotions play a significant role in enhancing employee effectiveness. The more promotions employees receive, the more motivated they are to exert effort at work.
2. Loyalty and Belonging: There is a clear link between promotion and increased loyalty and commitment to the institution. Salary alone is insufficient to achieve job satisfaction and stability, yet promotion remains a key goal for employees. It also deters them from leaving their current jobs.

3. Job Stability: Promoting job stability involves addressing internal conflicts and anxiety caused by fear of accidents, which affects professional stability. Ensuring a safe work environment boosts employee effort, efficiency, and commitment.

6. Differences from Previous Studies:

- Study Environment: This study focused on sports institutions, differing from previous studies in various environments.
- Population and Sample: The sample was chosen from administrative levels within institutions.

6.1. Research Questions:

1. Does absenteeism affect professional stability among employees in sports institutions?
2. Does absenteeism impact the income of employees in sports institutions?
3. Does absenteeism influence promotion among employees in sports institutions?

6.2. Hypotheses:

1. Absenteeism negatively impacts the income of employees in sports institutions.
2. Absenteeism negatively affects promotion opportunities for employees in sports institutions.

6.3. Study Objectives:

The current study aims to verify the proposed hypotheses, which seek to:

- Understand the impact of absenteeism on the professional stability of employees in sports institutions.
- Explore the effect of absenteeism on the income of employees in sports institutions.
- Examine the influence of absenteeism on the promotion of employees in sports institutions.

7. Importance of the Study:

The importance of this study lies in the fact that work is the central aspect of an individual's life, occupying most of their waking hours. It significantly affects their behavior and actions. Professional stability is essential for an individual's sense of happiness and psychological and social security, not only at work but in all aspects of life. Professional stability does not happen by chance; it is influenced by various factors that determine its strength, reflected in the worker's behavior, indicating their stability. Workers' problems, which mirror organizational issues, largely depend on the institution's ability to provide motivating conditions and factors, ensuring greater agreement and productivity.

8. Definitions of Study Terms:

8.1. Absenteeism:

8.1.1. Linguistic Definition:

The term "absenteeism" comes from the verb "absent" Middle English: via Old French from Latin **absens**, **absent-** 'being absent', present participle of **abesse**, from **ab-** 'from, away' + **esse** 'to be'. In Arabic, it means be out of sight (Arab Forum for Human Resources, 2022).

8.1.2. Technical Definition:

There is a distinction between absenteeism and absence. Absenteeism implies a voluntary decision to miss work, whereas absence is due to external factors beyond the individual's control.

- Sargent Florins defines absenteeism as the lost time in an industrial setting due to workers' avoidable or unavoidable absence, excluding strikes, company closures, or brief delays (Abdel Moneim Abdel Hai, 1984, p. 102).

- Abdel Moneim Abdel Hai defines it as a worker's failure to attend their scheduled work, expected to perform based on production, for unacceptable reasons or excuses (Abdel Moneim Abdel Hai, 1984, p. 103).

- Faraj Abdel Qader Taha views absenteeism as a form of defiance or denial, where the worker avoids stressful situations by escaping the work environment (Faraj Abdel Qader, 1978, p. 102).

8.1.3. Operational Definition:

Absenteeism is a worker's absence from their job and failure to attend work when they are supposed to perform their assigned duties.

8.2. Professional Stability:

Linguistic Definition: Middle English: from Old French *stablete*, from Latin *stabilitas*, from *stabilis* 'stable'. In Arabic, it is related to fixation (Ibn Manzour, 2008, P. 897). It also means solidity (Badawi Mohamed, D.S. P. 1036).

Technical Definition: Maintaining a specific state without change (Antoine Naama et al., 2001, p. 1541). The Dictionary of Social Science Terms defines professional stability as "a worker remaining in the same job for a long duration" (Ahmed Zaki, 1993, p. 239). Henri Fayol defines it as employees staying in their job without being transferred, leading to greater efficiency and lower costs (Samir Al-Shoubaki, 2010, p. 41).

Operational Definition: Professional stability is the extent to which a worker adapts to their working conditions and responds to them, achieving psychological, physical, social, and economic balance, leading to job satisfaction and retention.

8.3. Income:

Income refers to the service or benefit derived from capital or labor, sourced from owned assets or activities performed by an individual.

8.4. Promotion:

Promotion means the transition of an individual from one job to another, a higher rank, or a higher grade, with greater responsibilities, often accompanied by an increase in pay or status.

8.5. Sports Institutions:

8.5.1. Technical Definition:

These are continuously organized entities composed of natural or legal persons aiming to provide youth care and suitable national and social conditions to develop their abilities within the state's general policy framework (Essam Badawi, 2001, p. 379).

8.5.2. Operational Definition:

Sports institutions are entities with legal personality established by society to serve the sports sector from all aspects, with an organizational structure that matches the size and goals of the institution, benefiting society and aligning with its objectives.

II. Practical Aspect:

1. Methodological Approaches:

1.1. Exploratory Study Sample:

At this stage, I gathered information and reviewed previous research, studies, and relevant theses to provide sufficient data and comprehensive knowledge about the subject. Before distributing the research questionnaires, I conducted an exploratory study on a sample of the research participants to understand field practices in the selected sports institution and contacted some employees to collect as much information as possible. This helped in addressing the posed problem and understanding the study population better. The exploratory study was conducted on a sample of 5 employees.

1.2. Methodology:

Every researcher must choose a specific method to define their research problem effectively. The better the control over the method, the better the control over the study (Nabil, Muwafaq, 2012, p. 37). In our study, which is a field study using a questionnaire on absenteeism and professional stability

among employees of the Youth and Sports Directorate of M'sila, we will confirm or deny the hypotheses set out in our study. Therefore, we used the descriptive method by creating a question table with several answers for each hypothesis.

Study Population and Sample:

- **Population:**

The research population consists of a group of elements that share one or several common characteristics that distinguish them from other elements, which will be studied (Mohammed Ubaidat, 1999, p. 25). The population includes all employees of the Youth and Sports Directorate of M'sila, totaling 45 individuals.

- **Sample:**

Choosing the sample is one of the most crucial methodological steps since the optimal selection ensures the study's credibility. We used the comprehensive survey method due to the small population size, which allowed us to distribute the questionnaire to all employees, totaling 40 after excluding the exploratory study sample.

1.3. Data Collection Tools:

- **Questionnaire:**

A common research tool that poses a set of questions to gather information related to the research topic. It is economical in terms of time and adaptable (Ahmed Shalaby, 1992, p. 25). It is also defined as a tool to collect information related to the research topic through a form containing logically arranged questions, prepared by specialists and adjusted by the researcher (Hassan Hesham, 2002, p. 112). In this study, we built a questionnaire consisting of 16 questions targeted at employees of the Youth and Sports Directorate of M'sila.

1.4. Scientific Conditions for the Tool:

1.4.1. Internal Consistency Validity:

Validity is defined as "the extent to which the questionnaire covers all elements that should be included in the analysis and the clarity of its items" (Amal Musawi, 2021, p. 60). We used the *Pearson correlation coefficient* to determine the ability of each group of axis statements to measure its intended purpose.

After ensuring the apparent validity, the researcher applied the tool to a pilot sample of 5 employees randomly selected from the Youth and Sports Directorate to determine the internal consistency validity. The results indicated that all questionnaire dimensions had significant correlations with the overall scale at a significance level of 0.05, with correlation coefficients ranging from 0.668 to 0.761, demonstrating high internal consistency validity.

1.4.2 Reliability:

Reliability means that the tool gives the same results if used multiple times under similar conditions. It indicates the accuracy and consistency of measurements obtained using the test. We calculated reliability using Cronbach's alpha, which was 0.721, indicating high reliability.

1.4.3. Field Application Procedures:

After verifying the reliability and validity of the questionnaire, the researcher distributed it to the study sample of 30 individuals. Data and information were transferred to tables prepared for analysis, converting categorical variables (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree) to numerical values (5, 4, 3, 2, 1).

1.4.4 Statistical Methods:

After applying and processing the questionnaires, valid responses were analyzed using the Statistical Package for the Social Sciences (SPSS), a program

used for statistical data analysis, including questionnaires (Merishish, Zawawi, 2012, p. 219).

1.4.5. Presentation, Interpretation, and Discussion of Results

Presentation and Analysis of Hypothesis Results:

In light of the research objectives and questions, the researcher conducted statistical analyses and placed these results in tables for discussion as follows:

Hypothesis 01: Absenteeism affects promotion among employees in sports institutions.

Table 1: Shows the impact of absenteeism on income among employees in sports institutions.

°N	Frequency					Average	Inclination	sig
	Strongly agree	Agree	Neut ral	Dis agree	Strongly disagree			
01	4	16	5	3	2	3.5667	1.07265	.000.
02	4	17	7	2	0	3.7667	77385.	.000.
03	1	17	8	2	2	3.4333	93526.	.000.
04	4	14	7	3	2	3.5000	1.07479	.004.
05	4	17	7	2	0	3.7667	77385.	.000.
06	2	14	5	6	3	3.2000	1.15669	.005.
07	4	14	5	4	3	3.4000	1.19193	.008.
08	2	14	5	6	3	3.2000	1.15669	.005.
Total						3.47915	1,01696	.000

Source: Prepared by the student based on SPSS outputs

From the table, it is observed that the arithmetic mean for all items is 3.479, which is greater than the neutral value of 3. This indicates the study sample's agreement on the clear impact of absenteeism on income among sports institution employees. All items were positive, meaning that the sample members agreed significantly. The highest percentage was for item five, with a mean of 3.766, while the lowest percentage was for item eight, with a mean of 3.20. To further confirm the above result, we compared the p-value, which was 0.00 and less than the significance level of 0.05, indicating statistical significance.

The study results align with those of Salha Isan, Ali Kazem, Wajiha Al-Ani, Hilal Al-Nabhani, Khalid Al-Hanai, and Salem Al-Sukaini on the reasons for teacher absenteeism in light of some demographic variables. They found that low job satisfaction levels among teachers were due to long working hours, lack of a clear promotion criterion, and inadequate incentives and wages relative to the work volume, in addition to unmet professional growth opportunities.

Hypothesis 02: Absenteeism impacts promotion among employees in sports institutions.

Table 2: Shows the impact of absenteeism on promotion among employees in sports institutions.

°N	Frequency					Average	Inclination	sig
	Strongly agree	Agree	Neut ral	Dis agree	Strongly disagree			
09	3	15	5	4	3	3.3667	1.15917	.002.
10	2	16	5	4	3	3.3333	1.12444	.000.
11	2	19	5	2	2	3.5667	.97143.	.000.
12	4	14	5	5	2	3.4333	1.13512	.006.
13	5	16	4	4	1	3.6667	1.02833	.000.
14	3	15	5	4	3	3.3667	1.15917	.002.
15	5	13	8	3	1	3.6000	1.00344	.005.
16	12	8	3	3	4	3.7000	1.44198	.035.
Total						3,50417	1,12788	.000

Source: Prepared by the student based on SPSS data

From the table, it is observed that the arithmetic mean for all items is 3.504, which is greater than the neutral value of 3. This indicates the study sample's agreement on the clear impact of absenteeism on promotion among sports institution employees. All items were positive, meaning that the sample members agreed significantly. The highest percentage was for item sixteen, with a mean of 3.700, while the lowest percentage was for item ten, with a mean of

3.333. To further confirm the above result, we compared the p-value, which was 0.00 and less than the significance level of 0.05, indicating statistical significance.

The study results align with those of Fateh Jabli (2006) on job promotion and professional stability. The study concluded that promotion plays a significant role in enhancing workers' effectiveness. The more workers receive promotions, the more motivated they are to exert effort at work. There is a link between promotion, increased loyalty, and belonging to the institution. Salary alone is insufficient for achieving job satisfaction and stability, yet promotion remains a key goal for workers, deterring them from leaving their current jobs as it is a factor of professional stability. Material incentives also play a role in worker stability.

1.4.6. Conclusions and Recommendations:

In light of the study's objectives and based on the statistical analysis and results, the researcher reached several conclusions and recommendations:

- Ensure the necessary factors that help employees feel professional stability.
- Provide promotion and transfer opportunities for all employees within the institution to help them plan their career paths.
- Establish a reward system accessible to everyone to help workers stabilize in their jobs and motivate them to exert more effort.
- Provide guidance and instructions for new workers to help them adapt to their jobs and allow for their qualification in case of professional mistakes.
- Hold meetings between workers to discuss their concerns about their professional future and assist them in planning it in line with their qualifications and abilities.
- The administration should establish a precise work system that defines some work-related values such as time management and discipline, in line with job requirements.

- Understand the relationship between wages and workers' social problems and their contribution to achieving job satisfaction and motivation.
- Consider the personal characteristics of workers' problems, such as stress exposure, gender, age, service duration, educational level, and family status.
- Understand whether work problems are related to the organizational environment or personal nature.
- The institution should maintain a file on workplace problems to conduct periodic reviews of work issues and solutions as a modest contribution to improving problem management.
- Review employment contract files as they play a role in worker stability within the institution.

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