Title: Assessment of Mental Health Levels Among Nurses – A Field Study

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Abstract

This study aimed to assess the level of mental health among nurses working in the Hemodialysis and Nephrology Unit at Belkheir Nour El-Din Hospital in Tiaret. The evaluation focused on several dimensions, including self-acceptance, general commitment, happiness, psychological stress, and positive behaviors. To achieve the study's objectives, the descriptive method was employed, and the study was conducted on a sample of 50 nurses (male and female). The following results were obtained: First, the mental health level is average among nurses in the Hemodialysis and Nephrology Unit. Second, the self-acceptance level is average among these nurses. Third, the psychological stress level is average among them. Fourth, the happiness level is average as well. Fifth, the positive behavior level is average among nurses. Sixth, there are differences in the level of mental health among nurses based on the gender variable. Seventh, there are no differences in mental health level based on seniority. Last, but no least, there are differences in mental health level based on the age variable.

Keywords: Mental health, Nurse, Workplace.

Introduction

The human being is considered as the most important productive entity and the key element within any system. They are the true foundation upon which institutions rely, as they are the source of thought and development. For this reason, institutions strive to employ qualified and competent personnel, ensure their training, and equip them with various skills to enhance their efficiency and performance. Furthermore, they aim to stimulate their motivation and direct their efforts toward achieving the desired level of performance.

For an employee to fulfill the duties assigned to them, they must enjoy sound mental health, free from disorders that may negatively impact their productivity. Giving and contributing are among the most significant manifestations of a person realizing their existence and humanity. Mental disorders, on the other hand, act as barriers, leaving tragic effects on the affected individual, their family, and the institution they work for. Many employees face problems during the course of their work that lead to an imbalance in their mental health, which in turn results in decreased performance and productivity.

Mental health seeks to help individuals achieve psychological and social harmony in order to reach high levels of well-being and functionality.

1. Research Problem:

The modern era is often described as an age of stress and anxiety, characterized by materialistic tendencies, constant conflicts, and pressure that forces people to live under psychological strain. This includes fatigue, exhaustion, overwork, tension, expanding ambitions, and rapidly changing values and traditions that must be adapted to. These factors require a great deal of psychological and general health.

A mentally healthy individual is one who is in harmony with themselves and capable of resilience and stability in the face of challenges and crises, striving to overcome them (Jaareer, 2016, p. 133). Mental health is a positive state that includes mental well-being and behavioral soundness—not merely the absence of mental illness symptoms (Zahran, 2005, p. 9). It encompasses several dimensions, such as self-acceptance, occupational stress, positive behaviors, and happiness.

An employee often faces social or psychological changes at their workplace that are associated with organizational changes, resulting in what is known as occupational stress, which is a natural response to adapting to organizational events (Sahnoun, 2013, p. 11). Many professions—particularly those with a humanitarian nature like nursing—are subject to such stressors.

Several studies have addressed the issue of mental health. For example, Khaldi (2021) examined the level of mental health among nurses during the COVID-19 crisis and found that it was high. This is consistent with Jaareer (2016), who studied mental health levels among nurses in healthcare institutions and their relationship with self-efficacy.

This study aims to explore similar themes by investigating the level of mental health among the sample group.

Thus, the research problem can be summarized in the following question:

What is the level of mental health among nurses at the Hemodialysis and Nephrology Center?

This main question branches into the following sub-questions:

- What is the level of self-acceptance among nurses at the Hemodialysis and Nephrology Center of Saleh Belkhoudja Nour El-Din Hospital in Tiaret?

- What is the level of occupational psychological stress among nurses at the Hemodialysis and Nephrology Center of Saleh Belkhoudja Nour El-Din Hospital?

- What is the level of happiness among nurses at the Hemodialysis and Nephrology Center of Saleh Belkhoudja Nour El-Din Hospital?

- What is the level of positive behaviors among nurses at the Hemodialysis and Nephrology Center of Saleh Belkhoudja Nour El-Din Hospital?

- Are there differences in the level of mental health attributable to the gender variable?

- Are there differences in the level of mental health attributable to the seniority variable?

- Are there differences in the level of mental health attributable to the age variable?

2. Study Hypotheses

2.1 General Hypothesis:

- The level of mental health among nurses at the Hemodialysis and Nephrology Center is low.

2.2 Sub-Hypotheses:

- The level of self-acceptance among nurses at the Hemodialysis and Nephrology Center is low.

- The level of psychological stress among nurses at the Hemodialysis and Nephrology Center is high.

- The level of positive behaviors among nurses at the Hemodialysis and Nephrology Center is low.

- The level of happiness among nurses at the Hemodialysis and Nephrology Center is low.

- There are no differences in the level of mental health attributable to the gender variable.

- There are no differences in the level of mental health attributable to the seniority variable.

- There are no differences in the level of mental health attributable to the age variable.

3. Significance of the Study:

It is well known that the importance of any research depends on the significance of the phenomenon under study and the results it may yield — results that can be beneficial and serve as a foundation for future reference.

- The importance of this study lies in its focus on one of the key dimensions of health, namely mental health.

- It contributes to deepening understanding and acquiring new knowledge in the field of mental health.

- This study targets a crucial professional group that bears a significant burden in providing healthcare services to various segments of society.

4. Objectives of the Study:

This study aims to:

- Identify the level of mental health among nurses at the Hemodialysis and Nephrology Center.

- To identify the level of self-acceptance among nurses at the Hemodialysis and Nephrology Center.

- To identify the level of occupational psychological stress among nurses at the Hemodialysis and Nephrology Center.

- To identify the level of positive behaviors among nurses at the Hemodialysis and Nephrology Center.

- To identify the variation in mental health levels based on gender, age, and seniority variables.

5. Key Concepts of the Study:

5.1 Mental Health:

Mental health can be defined as a relatively stable state in which an individual is psychologically, personally, emotionally, and socially well-adjusted — meaning in harmony with themselves and their environment. The individual feels happy with themselves and with others, is capable of self-fulfillment, and uses their abilities and potential to the fullest extent. They are able to cope with the demands of life, possess a well-balanced and integrated personality, behave normally, and have good moral character, enabling them to live in safety and peace.(Zahran, 2005, p. 9)

Operationally, it is the score obtained by the respondent on the mental health scale used in the study.

5.2 Nurse:

A nurse is a person who provides nursing services to assist individuals in recovering from illnesses and injuries.

5.3 Self-Acceptance:

Defined by Abney (2002) as an individual's affirmation or endorsement of themselves despite their weaknesses or shortcomings, rather than being unable to accept those weaknesses (Al-Nimr, 2016, p. 8).

Operationally, it is the score obtained by the respondent on the self-acceptance dimension of the mental health scale used in the current study.

5.4 Occupational Psychological Stress:

It is the sum of the physiological and psychological changes experienced by an employee as a reaction to a set of stimuli that they are unable to cope with in their professional environment.

Operationally, it is the score obtained by the respondent on the occupational stress dimension of the mental health scale used in the current study.

5.5 Happiness:

One of the manifestations of mental health, resulting from the balance in the functioning of the psychological system, which evokes feelings of satisfaction, comfort, and energy. (Schneiker, 2018, p. 23)

Operationally, it is the score obtained by the respondent on the happiness dimension of the mental health scale used in the current study.

5.6 Positive Behaviors:

Positive behavior is defined as behavior that is valued by society, such as helping others, intervening to save someone's life, and cooperating with others. (Al-Madhoun, 2016, p. 121)

Operationally, it is the score obtained by the respondent on the positive behavior dimension of the mental health scale used in the current study.

6. Previous Studies:

6.1 Study by Wael Mohamed Hassan (2021): "Social and Physical Variables and Their Impact on the Mental Health of Nursing Staff at Qasr Al-Aini Hospital"

The study aimed to identify the impact of social and physical variables on the mental health of nurses at Qasr Al-Aini Hospital through social variables (social relationships) represented by (relationship with supervisors, relationship with colleagues, relationship with patients and visitors, and social status), and physical variables such as (lighting, temperature and humidity, ventilation, noise, furniture, and equipment) in their work environment and the extent of their impact or relationship with mental health.

The study found that both social (relationships) and physical variables had an impact on the mental health of nursing staff at Qasr Al-Aini Hospital.

This study differs from the current one in its objective, as it focuses on the impact of physical and social variables on mental health, whereas the current study aims to determine the level of mental health. Additionally, the methodology differs: our study uses a descriptive method, while Hassan's study follows a social survey approach. However, both studies are similar in that they target the same sample group (nursing staff).

6.2 Study by Aida Naji (2020): "Mental and Psychosomatic Health and Their Relationship to Professional Performance among Midwives – A Field Study in Two Maternity Wards in Oum El Bouaghi"

This study aimed to assess mental and psychosomatic health and their relationship to the professional performance of midwives. Tools used included the General Health Questionnaire by Goldberg & Williams (1991), and a professional performance questionnaire developed by the researcher. The study was conducted on 51 midwives across two maternity departments.

The study found:

- A relationship exists between mental health and professional performance.

- There are differences in mental health levels among midwives, favoring those with more years of professional experience.

This study shares common ground with the current one in its goal of assessing mental health and identifying differences based on gender. However, it differs in methodology—our study uses a descriptive-analytical method, while Naji's study uses a correlational descriptive method. Also, the samples differ: nurses vs midwives.

6.3 Study by Manar Khaldi (2020): "The Level of Mental Health Among Nursing Staff During the Coronavirus (COVID-19) Crisis"

This study aimed to assess the level of mental health among nursing staff during the COVID-19 crisis and to examine differences based on gender.

The main findings were:

- The level of mental health among nurses during the COVID-19 crisis was above average on the SCL-90-R mental health scale.

- There were no statistically significant differences in mental health scores between male and female nurses attributable to gender.

This study is similar to the current one in its objective of assessing the level of mental health among nurses, exploring variations based on gender, and in the methodology and sample. The main difference lies in the measurement tool used in the study.

6.4 Study by Slimane Jaareer titled "The Level of Mental Health among Nursing Staff in Healthcare Institutions and Its Relationship with Self-Efficacy (A Field Study in Chlef Province)"

This study aimed to identify the level of mental health among nursing staff in healthcare institutions and its relationship with self-efficacy. To achieve the study's goals, the descriptive method was used, and both the mental health scale and the self-efficacy scale were administered to a sample of 50 nurses (male and female).

The researcher reached the following conclusions:

- Nurses demonstrated high levels of both mental health and self-efficacy.

- There was a relationship between mental health and self-efficacy among nurses.

- There were statistically significant differences in mental health levels between male and female nurses.

This study is similar to the current one in terms of its sample (nursing staff) and its aim to assess the level of mental health among them. The difference lies in the methodology: the current study uses a descriptive-analytical approach, while Jaareer's study uses a correlational descriptive approach.

6.5 Study by Abdelrahman Chnikhir (2018) titled "Developing an Electronic System for Assessing the Mental Health of Human Resources"

This study aimed to build a model for mental health assessment and understand the relationships between its various dimensions, including:

- Self-acceptance, emotional balance, general commitment, perception style, general competence, self-development, autonomy, relationship management style, environmental control, happiness, psychological stress, and positive behaviors.

To achieve these objectives, the descriptive-analytical method was used. The researcher employed a variety of statistical methods suitable for the study's nature and variables, such as:

- Percentages, frequencies, and means to describe and summarize variable data.

- Correlation coefficients (Spearman, Pearson) and Cronbach's alpha to assess the reliability of the scales.

- Factor analysis (exploratory and confirmatory) to examine construct validity.

- The AMOS model to study correlations and relationships between the factors in the structural model.

The study concluded that:

- Mental health is the result of the interaction of multiple components.

- Variations in the psychological system from one person to another do not indicate abnormality; adaptation can still be achieved through different means.

- Mental health is a process and outcome of two main components: the psychological system and psychological manifestations.

- Designing electronic systems according to scientific ergonomic standards enhances their usability.

- Well-designed and useful electronic systems help save time and effort.

This study is similar to our current research in that it addresses mental health dimensions. While it aimed to examine the relationships among these dimensions, our study focuses on assessing the level of certain dimensions. They also share the descriptive-analytical method, but differ in sample population.

Field Aspect of the Study

1. Research Methodology:

The descriptive-analytical method was used. This approach is defined as a method of analysis based on sufficient and accurate information about a phenomenon or a specific subject over a known period of time, with the aim of obtaining practical results and interpreting them objectively in line with the actual data of the phenomenon.

2. Study Delimitations:

A.   Spatial Delimitation:

The study was conducted at the Salih Belkhouja Nour El-Din Hemodialysis and Nephrology Center in Tiaret.

B.   Temporal Delimitation:

The study took place in April 2023, during which questionnaires were distributed to the sample members. The study and the items of the scale were explained to them in detail.

3. Study Sample:

The study sample was selected using the comprehensive survey method, due to the small number of nurses, estimated at fifty (50), including both males and females.

The personal data of the participants is presented in the following tables:

Table 01: Distribution of the Study Sample According to Gender

Gender	Frequency	Percentage (%)
Male	18	36
Female	32	64
Total	50	100

The number of males in the study population of the current research reached 18 participants, representing 36%, compared to 32 females, accounting for 64%.

This high percentage of females can be attributed to the nature of the profession, as most recruitment competitions in this sector tend to favor women. This may be due to a general lack of interest among men in working in this field.

Table 2: Distribution of the Study Sample According to Age

Gender	Frequency	Percentage (%)
Under 40 years	29	58
Over 40 years	21	42
Total	50	100

The statistical data in the table shows that there are 29 participants, representing 58%, whose ages are under 40 years, while 21 participants, representing 42%, are over 40 years old.

Table 03: Distribution of Study Sample Participants According to Seniority

Seniority	Frequency	Percentage
Less than 5 years	17	34
More than 5 years	33	66
Total	50	100

The data indicates that most of the respondents have substantial experience in the healthcare field. We observe that 66%, represented by 33 respondents, have more than 5 years of professional experience in this field, while 34%, represented by 17 respondents, have less than 5 years of experience.

4. Study Instruments:

In our study, we relied on a validated and standardized scale developed by researcher Chenikher (2018). This scale measures dimensions of mental health, which include: self-acceptance, psychological stress, happiness, and positive behaviors. It is divided into two main parts:

- First Part: Covers personal information related to the employee, including demographic data.

- Second Part: Includes the dimensions of mental health in the workplace, consisting of 63 items distributed across the following dimensions:

  o First dimension: Self-acceptance – 20 items

  o Third dimension: (Occupational) Stress – 15 items

  o Fourth dimension: Happiness – 13 items

  o Fifth dimension: Positive behaviors – 15 items

Since the scale was applied without modification, we did not re-evaluate its psychometric properties.

5. Statistical Methods:

The appropriate statistical methods were chosen according to the nature of the hypotheses in order to verify whether they could be confirmed or refuted. Based on this, the arithmetic mean and hypothetical mean were selected as statistical tools to test our hypotheses. Statistical processing was conducted using the SPSS (Statistical Package for the Social Sciences) software.

Presentation and Interpretation of the Study Results

1.1 Presentation of the General Hypothesis Results:

Which states that:

The level of mental health is low among nurses at the Dialysis Center "Saleh Belkhoudja Nour El-Din" in Tiaret.

Table 05: Shows the level range of the mental health variable.

Level	Range
Low	175-100
Moderate	251-176
High	327-252

Table (06): Shows the mean and standard deviation of the mental health variable

Statistical Parameter	Hypothetical Mean	Arithmetic Mean	Standard Deviation
Mental health	225	242.28	37.34

By comparing the arithmetic mean with the hypothetical mean, we find that the arithmetic mean is higher than the hypothetical one. When compared with the scale ranges, it falls between (176–251), which represents the average level of mental health.

This confirms that the level of mental health is average among the workers at the Dialysis Center "Saleh Belkhoudja Nour El-Din." Therefore, we can conclude that the hypothesis stating that there is a low level of mental health among the workers at the Dialysis Center "Saleh Belkhoudja Nour El-Din" was not supported by the field data.

1.2 Presentation of the results of the first sub-hypothesis:

Which states that: The level of self-acceptance is low among the nurses of the Dialysis Center "Saleh Belkhoudja Nour El-Din" in Tiaret.

Table No. (07): Shows the level range for the variable of self-acceptance

Level	Range
Low	20-46.66
Moderate	46.67-73.33
High	73.34-100

Table No. (08): Shows the arithmetic mean and standard deviation for the variable of self-acceptance

Statistical Parameter	Hypothetical Mean	Arithmetic Mean	Standard Deviation
Self-acceptance	60	60.82	9.68

By comparing the arithmetic mean with the hypothetical mean, we find that the arithmetic mean is higher than the hypothetical one. When compared with the scale ranges, it falls between (46.67–73.33), which represents the average level of self-esteem.

This confirms that there is an average level of self-esteem among the nurses at the Dialysis Center "Saleh Belkhoudja Nour El-Din."

Therefore, the hypothesis stating that the level of self-acceptance is low among the nurses at the Dialysis Center "Saleh Belkhoudja Nour El-Din" was not confirmed by field data.

1.3 Presentation of the results of the second sub-hypothesis:

Which states that: *The level of psychological stress is high among the nurses of the Dialysis Center "Saleh Belkhoudja Nour El-Din" in Tiaret.*

Table No. (09): Shows the level range for the variable of psychological stress

Level	Range
Low	15-35
Moderate	36-56
High	57-77

Table No. (10): Shows the arithmetic mean and standard deviation for the variable of psychological stress

Statistical Parameter	Hypothetical Mean	Arithmetic Mean	Standard Deviation
Self-acceptance	45	45.60	8.30

By comparing the arithmetic mean with the hypothetical mean, we find that the arithmetic mean is higher than the hypothetical one. When compared with the scale ranges, it falls between (36–56), which represents an average level of psychological stress.

This confirms that there is a moderate level of psychological stress among the nurses at the Dialysis Center "Saleh Belkhoudja Nour El-Din."

Therefore, the hypothesis stating that there is a high level of psychological stress among the nurses at the Dialysis Center "Saleh Belkhoudja Nour El-Din" was not supported by field data.

1.4 Presentation of the results of the third sub-hypothesis:

Which states that: *The overall level of happiness is low among the nurses of the Dialysis Center "Saleh Belkhoudja Nour El-Din" in Tiaret.*

Table No. (11): Shows the level range for the variable of happiness

Level	Range
Low	13-30.33
Moderate	30.34-47.67
High	47.68-65.01

Table No. (12): Shows the arithmetic mean and standard deviation for the variable of happiness

Statistical Parameter	Hypothetical Mean	Arithmetic Mean	Standard Deviation
Happiness	39	45.78	9.60

By comparing the arithmetic mean with the hypothetical mean, we find that the arithmetic mean is higher than the hypothetical one. When compared with the scale ranges, it falls between (30.34–47.67), which represents an average level of happiness.

This confirms that there is a moderate level of happiness among the nurses at the Dialysis and Kidney Diseases Center "Saleh Belkhoudja Nour El-Din." Therefore, the hypothesis stating that there is a low level of happiness was not supported by field data.

1.5 Presentation of the results of the fourth sub-hypothesis:

Which states that: *The level of positive behaviors is low among the nurses at the Dialysis and Kidney Diseases Center "Saleh Belkhoudja Nour El-Din" in Tiaret.*

Table No. (13): Shows the level range for the variable of positive behaviors

Level	Range
Low	15-35
Moderate	36-56
High	57-77

Table No. (14): Shows the arithmetic mean and standard deviation for the variable of positive behaviors

Statistical Parameter	Hypothetical Mean	Arithmetic Mean	Standard Deviation
Positive Behaviors	45	45.60	8.30

By comparing the arithmetic mean with the hypothetical mean, we find that the arithmetic mean is higher than the hypothetical one. When compared with the scale ranges, it falls between (36–56), which represents an average level of positive behaviors.

This confirms that there is a moderate level of positive behaviors among the nurses at the Dialysis Center "Saleh Belkhoudja Nour El-Din." Therefore, the hypothesis stating that there is a low level of positive behaviors was not supported by field data.

1.6 Presentation and discussion of the fifth sub-hypothesis:

Which states that: *There are no statistically significant differences in the level of mental health attributed to the gender variable.*

Table No. (15): Shows the differences in the level of mental health attributed to the gender variable.

Dimension	Sample	Significance Level	Degrees of Freedom	T	Mean	Standard Deviation	Statistical Significance
Mental Health	Male	0.72	48	0.29	222.88	35.02	Not statistically significant
	Female				249.25	37.31	

Based on Table No. (15), and considering the arithmetic means of the study sample in the mental health scores—which were (222.88) for males and (249.25) for females—we can say that the means are relatively close. However, the T-test value of (0.29) was not statistically significant. Thus, the hypothesis stating that:

There are no statistically significant differences in the level of mental health attributed to the gender variable
was confirmed.

1.7 Presentation and discussion of the sixth sub-hypothesis:

It states that: *There are no statistically significant differences in the level of mental health attributed to the seniority variable.*

Table No. (16): Shows the differences in the level of mental health attributed to the seniority variable.

Dimension	Sample	Sum of Squares	Degrees of Freedom	Mean Square	F Value	Sig. Value
Mental Health	Less than 05 years	478.753	34	14.081	3.12	0.01
	More than 05 years	67.667	15	4.511		

According to the data in the above table, it is evident that the Sig. value reached (0.01), which is lower than the significance level set at 0.05. Therefore, it is clear that there are differences in the level of mental health attributed to the seniority variable in the workplace.

Based on the above results, we can say that the hypothesis stating: "*There are no statistically significant differences in the level of mental health attributed to the seniority variable*"was not supported in the field.

Thus, the results indicate that there are differences in the mental health levels among the employees of the Dialysis Center "Belkhouja Nour El-Din", attributed to years of service. This is natural and may be due to the length of time the senior nurse has spent working, during which they may encounter various health, organizational, and even psychological challenges, compared to a newly employed nurse.

1.8 Presentation and discussion of the seventh sub-hypothesis:

It states that:

There are no differences in the level of mental health attributed to the age variable.

Table No. (17): Shows the differences in the level of mental health attributed to the age variable

Scale	Source of Variation	Sum of Squares	Degrees of Freedom	Mean Square	F Value	Sig. Value
occupational stress	Less than 40 years	1543.053	34	45,384	6.80	0.00
	More than 40 years	99,667	15	6,644		
	Total	1642,720	49			

It is evident from the table above that the F value reached 6.80 at a significance level of 0.01, which means the value is statistically significant at the 0.001 level. This indicates that there are differences in psychological stress attributed to the age variable, thus the hypothesis stating that there are no differences in the level of mental health attributed to age is not supported.

There are differences in the level of mental health among nurses, as their work requires coping with high stress and dealing with various medical conditions and challenges that vary according to their age. As people age, the challenges and job requirements may change, affecting mental health in different ways.

2.Interpretation and Discussion of Study Hypotheses and Comparison with Previous Studies:

2.1 Interpretation of the General Hypothesis:

The mental health level is low among nurses at the Saleh Belkhoudja dialysis center in Tiaret.

From the results obtained in Table (6), it was found that nurses at the dialysis center have an average level of mental health. This may be attributed to environmental pressures, such as poor social status, isolation (especially due to the nature of the patients they deal with), unsuitable working conditions, a stressful and demotivating work environment, a non-supportive family environment, excessive or prolonged stress, or personal and individual circumstances.

This contradicts the study by Qazqouz Hamida and Igmein Nadhira (2021) titled "Mental Health Level among Nurses Working in the COVID-19 Department." Their study aimed to assess the mental health of nurses working during the COVID-19 pandemic, and its results showed that nurses in the COVID-19 department had a high level of mental health.

2.2 Interpretation and Discussion of the First Sub-Hypothesis:

Which was formulated as follows: The level of self-acceptance is low among nurses at the Saleh Belkhoudja dialysis center in Tiaret.

Based on the interpretation of the results obtained in Table (8), it was found that nurses at the dialysis center have an average level of self-acceptance. This is considered an aspect of mental health. This can be explained by the pressures they face from supervisors, patients, or visitors, or due to an unsuitable work environment, which puts them in a vulnerable position for judgment, negatively affecting their mental well-being.

This result contrasts with the study by Ja'rir Salima, titled "Mental Health Level among Nurses in Hospital Institutions and its Relation to Self-Efficacy." The study aimed to assess the mental health level of nurses in hospital institutions and its relationship to self-efficacy. The results of the study indicated that nurses enjoy high levels of self-efficacy, which was attributed to the supportive work environment that provided them with the appropriate atmosphere.

2.3 Interpretation and Discussion of the Second Sub-Hypothesis:

Which states: The level of psychological stress is high among nurses at the Saleh Belkhoudja dialysis center in Tiaret.

From the results obtained in Table (10), it was found that nurses at the dialysis center have an average level of psychological stress. This can be attributed to the pressures they face in their professional lives, such as dealing with challenging and diverse patient cases, the constant pressure associated with managing important medical equipment, handling complex medical devices, monitoring patients around the clock, working long hours, especially during night shifts, and the ongoing responsibility of safeguarding patients' lives, even in cases of equipment failure. This contrasts with the study by Mohammed Faraj Allah Muslim Abu al-Hussein (2010) titled "Psychological Stress among Nurses Working in the Government Sector and its Relation to Self-Efficacy." The study aimed to examine the psychological stress experienced by nurses working in intensive care units in government hospitals in Gaza and its relationship to self-efficacy, considering some variables. The study concluded that nurses in intensive care units at government hospitals in Gaza suffer from significant psychological stress, with 64.73% of them reporting high stress levels, attributed to political and social conditions.

2.4 Interpretation and Discussion of the Third Hypothesis:

The general level of happiness is low among nurses at the Saleh Belkhoudja dialysis center in Tiaret.

From the results obtained in Table (12), it was found that nurses at the dialysis center have an average level of happiness. This is because work pressure negatively impacts them when it exceeds their capabilities and resources. Therefore, it is necessary to provide a healthy and positive work environment free from excessive work pressure, which would lead to feelings of happiness. The lack of balance between an employee's work and personal life also contributes to this. Flexibility at work enables employees to reconcile their professional life with their personal and family commitments, thus reducing stress and pressure, which positively affects their performance at work. Additionally, the absence of effective communication between employees and their supervisors increases tension and discomfort. A positive work environment, with many incentives, encourages employees to work harder. Recognizing employees' efforts, whether materially or morally, makes them feel happy and motivates them to progress.

2.5 Interpretation and Discussion of the Fourth Sub-Hypothesis:

Which states: The level of positive behaviors is low among nurses at the dialysis and kidney disease center.

From the results obtained in Table (14), it was found that nurses at the dialysis center have an average level of positive behaviors. This can be attributed to the spirit of cooperation and assistance, as well as not overwhelming a single employee with too many tasks. Behaving with honesty and respect, providing support, and having clear communication are essential factors that enhance positive behavior in employees. A fun and enjoyable atmosphere in the workplace is also important, as no one prefers to work in a dull place for long hours.

2.6 Interpretation and Discussion of the Fifth Sub-Hypothesis:

According to Table (15), it was concluded that there are no differences in the level of mental health attributed to the gender variable. This finding is consistent with the study by Manar Khaldi (2020) titled *The Level of Mental Health Among Nurses During the COVID-19 Pandemic*, which aimed to examine the mental health of nurses and identify variations. The study confirmed the absence of differences between the average scores of male and female nurses related to gender, as both were exposed to similar environmental conditions.

2.7 Interpretation and Discussion of the Sixth Sub-Hypothesis:

The hypothesis states that there are no statistically significant differences in the level of mental health attributed to the seniority variable.

According to Table (16), it was found that there are differences in the mental health levels of workers at the blood purification center, *Saleh Belkhoudja*, attributed to seniority. This is due to the years of experience of the nurses, where differences exist between experienced nurses, who may face certain health, psychological, and other problems, compared to newer nurses, who are more energetic and free from such issues. This aligns with the study by Aida Naji (2020), which confirmed the existence of differences in the mental health levels of midwives, favoring those with more years of experience.

2.8 Interpretation and Discussion of the Seventh Sub-Hypothesis:

The hypothesis states that there are no differences in the level of mental health attributed to the age variable.

According to Table (17), it was concluded that there are no differences in the level of mental health attributed to age. This is because the nature of the job, the required endurance, and the ability to deal with multiple challenges vary according to age. This conclusion aligns with the study by Ben Mahdia Seham (2016), which confirmed the absence of differences in the level of mental health among single women, attributing the results to the gender variable.

Conclusion:

Achieving mental health in the professional environment is an essential necessity. The better the worker enjoys mental health, the more their productivity and quality increase, along with their well-being and happiness, away from occupational psychological disorders. This enables them to be a positive, productive individual in both their professional and personal life. Therefore, it is crucial to adopt strategies and methods to achieve mental health for workers in the professional environment, to free or, rather, protect them from all kinds of psychological disorders and feelings of fatigue and boredom by providing a psychological specialist in the workplace.

This study focused on evaluating the level of mental health in the workplace for nurses at the blood purification and kidney disease center in Tiaret. It is evident that mental health is an important indicator reflecting an individual's sense of satisfaction, happiness, and their ability to meet various needs.

Consequently, the study found that the level of mental health was moderate, as indicated by the results obtained.

Suggestions

- Focus on mental health related to work by preventing occupational hazards, particularly psychosocial risks.

- Protect and enhance mental health in the workplace by providing a psychological specialist to follow up with workers.

- Support workers who suffer from mental health issues to actively participate in work.

- Take measures to address workers with mental health disorders through effective collaboration (management, occupational doctor, psychological specialist, and workers with experience in mental health disorders).

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