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ARTICLE**Psychological Well-being and Its Relationship with Self-Efficacy among Contract Workers: A Field Study at the Mokrani Municipal Delegation in Oran Municipality****Boudekkara Mokhtaria**

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Well-being; psychological well-being; efficacy; self-efficacy; contract worker

**Abstract**

This study aims to explore the relationship between psychological well-being and self-efficacy among contract workers. This field study was conducted at the Mokrani Municipal Delegation in Oran Municipality, Oran Province. The descriptive-analytical method was employed by administering two questionnaires: the first pertained to the variable of psychological well-being. It consists of 26 items, while the second concerns the variable of self-efficacy and comprises 24 items. Both questionnaires were administered to 65 contract workers. The results were analysed via appropriate statistical methods. The findings revealed a statistically significant correlation between psychological well-being and self-efficacy among contract workers at the Mokrani Municipal Delegation in Oran Municipality. Furthermore, no statistically significant differences were found among the workers in terms of psychological well-being, regardless of age or years of seniority. Similarly, no statistically significant differences were found among the workers in terms of self-efficacy, regardless of the variables of age and years of seniority.

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Psychological Well-being and Its Relationship with Self-Efficacy among Contract Workers: A Field Study at the Mokrani Municipal Delegation in Oran Municipality  
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Psychological well-being is one of the most significant topics that has garnered considerable attention in the field of organisational behaviour. It plays a crucial role in improving the quality of life of individuals working within organisations, as well as enhancing their ability to adapt to various challenges and obstacles encountered while performing their assigned duties and maintaining their capacity to continue working. Additionally, psychological well-being contributes to an increased sense of job satisfaction, which in turn leads to higher levels of job performance on the one hand and improved institutional performance on the other hand. A study conducted by Chergui and Haiba (2020) on the role of the psychological contract in enhancing psychological well-being demonstrated that workers aspire to stability and job security through the benefits offered to them, whether material or moral, as guarantees for the continuity of the employment relationship, thereby strengthening their sense of belonging to the organisation. Furthermore, the study conducted by Tazi (2023) on psychological well-being among employees highlighted the importance of psychological well-being at work and its impact on the quality of life of workers, indicating that the psychological variables measured by well-being, such as happiness and job satisfaction, are considered part of overall life satisfaction.

Self-efficacy is considered one of the most important factors in enhancing individuals' ability to make decisions and achieve the strategic objectives pursued by organisations. It also contributes to strengthening resilience in the face of pressure. This was indicated in the study by Massaoudi (2016) on psychological comfort and self-efficacy among teachers, which revealed that an increase in positive emotions and a decrease in negative emotions reflect the extent of emotional satisfaction among teachers. Additionally, the study by Al-Rawahi (2016) on professional adjustment and its relationship to perceived self-efficacy among a sample of employees demonstrated that the concept of perceived self-efficacy is highly significant in stimulating the individual and enabling professional adjustment. Employees with low self-efficacy often lack a sense of belonging to their profession, which is reflected negatively in their job performance. In contrast, employees with a high level of self-efficacy view their profession positively and are committed to fulfilling all their duties.

The Mokrani Municipal Delegation in Oran Municipality, Oran Province, regards psychological well-being and self-efficacy as fundamental elements in the lives of its employees. Both play a significant role in improving their overall quality of life and, more specifically, their quality of work life, as there is a reciprocal relationship between them. This has prompted the researchers in the present study to investigate the relationship between psychological well-being and self-efficacy among contract workers at the Mokrani Municipal Delegation in Oran Municipality through the following research questions:

- Is there a correlation between psychological well-being and self-efficacy among contract workers at the Mokrani Municipal Delegation in Oran Municipality?
- Are there statistically significant differences among workers in terms of psychological well-being according to the variables of age and years of seniority?
- Are there statistically significant differences among workers in terms of self-efficacy according to the variables of age and years of seniority?

### Research Hypotheses

On the basis of the research questions, the following hypotheses were formulated:

- A correlation exists between psychological well-being and self-efficacy among contract workers at the Mokrani Municipal Delegation in Oran Municipality.
- There are statistically significant differences in psychological well-being among workers, as indicated by the variable of age.
- There are statistically significant differences in psychological well-being among workers according to the variable of years of seniority.

- There are statistically significant differences in self-efficacy among workers according to age.
- There are statistically significant differences in self-efficacy among workers according to the variable of years of seniority.

## Theoretical Framework

### 1. Psychological Well-being

#### 1.1. Definition of Psychological Well-being

Numerous definitions have been proposed for this concept by researchers interested in the field of positive psychology. According to Diener (2000), the concept of psychological well-being encompasses both the emotional experience of pleasure and the absence of pain. It is not limited to individual personality traits but also encompasses the interaction between these traits and the characteristics of the social environments in which the individual develops.

Ryff (2004) defines psychological well-being as a positive sense of well-being, as observed through behavioural indicators reflecting high levels of self-satisfaction and satisfaction with life in general, continuous striving to achieve personally meaningful and valuable goals, autonomy in determining the course of one's life, and establishing and maintaining reciprocal social relationships with others.

Shend, Salouma, and Ouheba (as cited in Abdelmaksoud, 2006) state that psychological well-being is a nearly constant positive inner feeling that reflects satisfaction with life, reassurance, joy, enjoyment, internal control, self-actualisation, and the ability to deal with problems and difficulties efficiently and effectively (Shend et al., 2013, p. 678).

#### 2.1. Dimensions of Psychological Well-being

According to Carol Ryff's model, which falls under the happiness approach, psychological well-being consists of six fundamental and interconnected factors or dimensions:

##### ❖ **Autonomy:**

Ryff (1989), Burton Singer (1998), and Ryff et al. (2004) define autonomy as "the feeling of independence and individuality of the self, whereby an individual can withstand social pressures, think and act in their unique ways, and regulate their behaviour from within, evaluating themselves according to personal standards." In this sense, autonomy refers to individuality and self-determination (Hammouda, 2022, p. 15). In addition to self-determination and independence, internal control is emphasised, and causes outside one's control should not determine one's actions. Cultural factors significantly influence this element, as some cultures grant people greater freedom than others do (Haddaji, 2023, p. 12).

##### ❖ **Self-acceptance:**

Alaa Kafafi suggested that an individual's self-acceptance entails accepting oneself with both strengths and weaknesses, without rejecting or hating oneself, as self-rejection or self-hatred can lead to an inability to accept others genuinely. Self-acceptance does not imply passive satisfaction with oneself; rather, it does not preclude self-criticism and self-accountability, nor does it prevent one from continually evaluating one's behaviour to achieve self-improvement. Self-acceptance requires an effort to enhance and develop oneself, affirming strengths and attempting to overcome shortcomings, reduce weaknesses, and minimise their effects as much as possible. Self-acceptance is the starting point for improvement, as those who reject themselves are less likely to attempt development (Hammouda, 2022, p. 15).

##### ❖ **Purpose in Life:**

Carol Ryff, Burton Singer, and Monica Ardelit state that purpose in life is one of the most important indicators of psychological health and well-being. This dimension involves an individual's beliefs about their purpose and the

meaning of their life. The concept of maturity also emphasises a deep understanding of one's life purpose, as well as a sense of direction and intentionality.

#### ❖ **Positive Relations with Others:**

Carol Ryff and Burton Singer indicate that positive relationships with others are among the most significant indicators and features of psychological health and well-being. Numerous theories highlight the importance of relationships, noting that individuals with strong self-affirmation possess intense feelings of empathy and love for all human beings and form close friendships, which are key drivers of maturity (Haddaji, 2023, p. 12).

#### ❖ **Environmental Mastery:**

Carol Ryff considers the ability to choose and create an environment suitable for an individual's circumstances and psychological values to be among the most important determinants of psychological health. A successful person is well established to participate in meaningful domains and activities that go beyond the self. Lifelong growth requires the ability to manage and control a complex environment that encompasses numerous external activities.

#### ❖ **Personal Growth:**

Carol Ryff refers to personal growth as one of the most important indicators of psychological well-being, health, and positive functioning. It signifies a continuous sense of growth, self-maturity, and expansion, as well as openness to new experiences, recognising one's potential, and the ongoing improvement of oneself and one's behavior over time, which reflects self-efficacy (Fahad Al-Mari, 2018).

### **3.1. Factors influencing psychological well-being**

The model of psychological well-being considers both individual factors and sociocultural factors, each of which influences psychological well-being. These include:

- Social and cultural pressures, as well as environmental factors and conditions that increase psychological problems and disorders, challenge an individual's coping ability.
- Social and cultural resources, which encompass social resources and preventive factors against stress, facilitate the adaptation process.
- Cultural norms comprise the shared standards of behaviour within a particular group and influence an individual's personal development.
- Socialisation factors include parents, teachers, peers, and the media.
- Socialisation practices, including discipline, upbringing, and role modelling (Kamal, 2022, p. 37).

## **2. Self-Efficacy**

### **2.1. Definition of efficacy**

The concept of efficacy—*efficacité* in French and *effectiveness* in English—refers to the process of carrying out an act or behavior or accomplishing a task in an error-free manner in terms of planning, execution, and the results obtained (Zribi, 2018, p. 37).

### **2.2. Definition of Self-Efficacy**

Self-efficacy is defined as “the ability to establish, maintain, develop, and adjust close friendships with others in the manner necessary to achieve objectives” (Chergui & Abdel Fattah, 2022, p. 294).

Dahkal and Mokhtari define it as “encompassing the concepts of prosperity, health, and happiness. Often, other indicators such as average income, the poverty rate, and the proportion of individuals deprived of basic necessities are interpreted as objective indicators for studying well-being, which is often studied in relation to quality of life, life satisfaction, and individual happiness” (Dahkal & Mokhtari, 2017, p. 40).

Waste also indicated that self-efficacy is an individual's belief in his or her ability to perform his or her job and accomplish what is expected of him or her, thus fostering self-confidence and the ability to face challenging events and situations (Maghrabi, 2002, p. 185).

### **Characteristics of self-efficacy:**

- A set of judgements, beliefs, and information regarding the individual's levels, potentials, and feelings.
- An individual's confidence in their ability to succeed in a given task.
- The presence of specific capabilities, whether physiological, mental, or psychological, in addition to motivation, in specific situations.
- Focuses not only on the skills an individual possesses but also on their judgment of what they can accomplish with the skills available to them.
- Self-efficacy develops through interaction with the environment and others, as well as through training and the acquisition of various experiences.
- It is determined by several factors, such as the difficulty of the situation, the amount of effort exerted, and the individual's level of perseverance (Massaoudi, 2016, p. 82).

### **Types of Self-Efficacy**

#### **❖ National efficacy:**

This may be related to events over which citizens have no control, such as the widespread impact of modern technology, rapid social change in a society, or events occurring in other parts of the world that affect those living domestically. It also shapes their ideas and beliefs about themselves as members of a single nation or country.

#### **❖ Collective efficacy:**

This refers to a group's belief in its abilities and its work within a collective system to achieve the desired level of performance. Bandura noted that individuals do not live in social isolation and that many of the problems and difficulties they encounter require collective efforts and support to bring about effective change. Individuals' perceptions of their collective efficacy influence the actions they undertake as groups, the amount of effort they exert, and their persistence if they fail to achieve results. The root of group efficacy lies in the efficacy of the individuals who constitute the group.

#### **❖ General Self-Efficacy:**

This refers to an individual's ability to perform behaviours that achieve positive and desirable results in a given situation; to control the life stresses that influence behaviour; to form self-expectations regarding how they will perform tasks and activities; and to predict the effort, activity, and perseverance necessary to achieve the intended work.

#### **❖ Specific Self-Efficacy:**

This refers to individuals' specific judgments regarding their ability to accomplish a particular task within a specific activity, such as solving geometry problems in mathematics or parsing and composing sentences in the Arabic language.

#### ❖ Academic Self-Efficacy:

This denotes an individual's perception of their ability to perform educational tasks at desirable levels. In other words, it concerns a person's actual ability in various subjects within the classroom. Academic self-efficacy is influenced by several variables, including class size, learner age, and the level of academic readiness required to achieve academic goals (Al-Azzab, 2004).

### Applied Section

#### 2.1. Research Methodology

A descriptive-analytical method, which relies on the collection and analysis of data to draw conclusions that contribute to understanding and interpreting the phenomenon, was employed in this study.

#### 2.2. Study Instruments

This study utilised the Psychological Well-being at Work Scale (BEPT) developed by Massé and colleagues (Massé et al., 1998), which comprises 26 items distributed across six dimensions: self-esteem, happiness, self-control and control of events, balance, social participation, and social relationships.

With respect to the self-efficacy variable, the study relied on the scale developed by Kim and Park (Kim & Park, 2000). This scale was translated and standardised for the Arab context by Fathi Abdel Hamid Abdel Qader and El-Sayed Mohamed Abu Hashem (2007). It consists of 24 items scored on a six-point Likert scale distributed across three dimensions: self-organisation efficacy, self-confidence, and preference for challenging tasks.

#### Psychometric Properties of the Study Instruments:

##### a. Psychological Well-being:

➤ *Validity:* Internal consistency validity was assessed by calculating the Pearson correlation coefficient between each dimension and the total scale, which ranged from 0.71 to 0.83 at a significance level of 0.01. The closer the correlation coefficient is to 1, the more valid the scale is.

➤ *Reliability:* The reliability of the scale was confirmed via Cronbach's alpha, which was calculated for each dimension and the total score. The obtained reliability coefficient ranged from 0.81 to 0.89, with a reliability coefficient of 0.93 for the entire variable, indicating high reliability.

##### b. Self-Efficacy:

➤ *Validity:* Internal consistency validity was utilised, with correlation coefficients ranging from 0.75 to 0.86 at a significance level of 0.01. The closer the correlation coefficient is to 1, the more valid the scale is.

➤ *Reliability:* The reliability of the scale was confirmed via Cronbach's alpha, which was calculated for each dimension and the total score. The obtained reliability coefficient ranged from 0.67 to 0.75, and the reliability coefficient for the entire variable was 0.89, indicating high reliability.

#### Statistical methods used in the study:

The following statistical methods were employed in this study: frequencies and percentages, arithmetic means and standard deviations, the Pearson correlation coefficient to calculate the internal consistency validity of the study tool,

the Cronbach's alpha coefficient to determine the reliability of the study tool, the t test for studying differences between two independent groups, and one-way analysis of variance (ANOVA) to examine differences among more than two groups.

#### 4.4. Characteristics of the study sample

The study tool was applied to a sample of 65 workers selected randomly from the study population. The following table presents the characteristics of the field study sample:

**Table 01**

*Distribution of the sample according to age and years of seniority*

Variable		Frequencies	Percentages
Age	25 years and under	21	32.30%
	26-35 years	26	40.00%
	36-45 years	11	16.92%
	46-55 years	05	07.69%
	56 years and over	02	03.07%
Years of Seniority	5 years and under	23	35.38%
	6-15 years	31	47.69%
	16-25 years	08	12.30%
	26 years and over	03	04.61%

This table presents the characteristics of the field study sample, which included workers from various age groups ranging from 25 years and under to those aged 56 years and above, as well as workers with different educational levels, from intermediate to university levels. In addition, the sample included workers with varying years of seniority at Sonatrach, ranging from 5 years or less to more than 25 years, with differing proportions, as shown in the previous table.

#### 4. Results and Discussion

This study aims to determine the correlation between psychological well-being and its dimensions and self-efficacy among contract workers at the Mokrani Municipal Delegation in Oran Municipality:

**Table 2**

*The correlation between psychological well-being and self-efficacy among workers*

Correlation Relationship	Correlation Coefficient	Degrees of Freedom
Correlation between psychological well-being and self-efficacy	0.550	63
Correlation between self-esteem and self-efficacy	0.675	63

Correlation between happiness and self-efficacy	0.746	63
Correlation between self-control, control of events, and self-efficacy	0.731	63
Correlation between balance and self-efficacy	0.653	63
Correlation between social participation and self-efficacy	0.756	63
Correlation between social relationships and self-efficacy	0.678	63

From this table, it is evident that the calculated "r" value, which represents the correlation coefficient, ranges from 0.45-0.74. This finding indicates a statistically significant correlation between psychological well-being and its dimensions, as well as self-efficacy, among contract workers at the Mokrani Municipal Delegation in Oran Municipality. Therefore, researchers believe that this hypothesis has been confirmed. The sub-hypothesis posits the existence of differences among contract workers in terms of psychological well-being according to the variable of age:

**Table 3**

*Differences among contract workers in terms of psychological well-being according to age*

	Source of Variance	Sum of Squares	Mean Square	F value	Degrees of Freedom	Significance Level
Psychological Well-being	Between groups	36,330	12,110	0.315	03	0.814
	Within groups	2345,055	38,444		61	
	Total variance	2381,385			64	

According to the previous table, the calculated F value is 0.315 at a significance level of 0.814, which is greater than 0.05. This result leads to the acceptance of the null hypothesis and the rejection of the research hypothesis. Therefore, there is no significant difference among contract workers at the Mokrani Municipal Delegation in Oran Municipality in terms of psychological well-being, as measured by the variable of age. Consequently, the researchers conclude that the hypothesis was not confirmed. The sub-hypothesis asserts the existence of differences among contract workers in terms of psychological well-being according to the variable of years of seniority:

**Table 4**

*Differences among contract workers in terms of psychological well-being according to the variable of years of seniority*

Variable	Source of Variance	Sum of Squares	Mean Square	F value	Degrees of Freedom	Significance Level
Psychological Well-being	Between groups	16.597	5.532	0.143	3	0.934
	Within groups	2364.787	38.767		61	
	Total	2381.385			64	

The previous table clearly shows that the calculated F value is 0.143 at a significance level of 0.934, which is greater than 0.05. This result indicates the acceptance of the null hypothesis and the rejection of the research hypothesis. Therefore, there is no significant difference among contract workers at the Mokrani Municipal Delegation in Oran Municipality in terms of psychological well-being, as measured by the variable of years of seniority. Thus, the researchers concluded that the hypothesis was not confirmed. The sub-hypothesis posits the existence of differences among contract workers in terms of self-efficacy according to the variable of age:

**Table 5**

*Differences among contract workers in terms of self-efficacy according to age*

Variable	Source of Variance	Sum of Squares	Mean Square	F value	Degrees of Freedom	Significance Level
Self-efficacy	Between groups	285.727	95.242	0.406	3	0.749
	Within groups	14306.273	234.529		61	
	Total	14592.000			64	

According to the previous table, the calculated F value is 0.406 at a significance level of 0.749, which is greater than 0.05. This result leads to the acceptance of the null hypothesis and the rejection of the research hypothesis. Therefore, there is no significant difference among contract workers at the Mokrani Municipal Delegation in Oran Municipality in terms of self-efficacy, as measured by the variable of age. Thus, the researchers concluded that the hypothesis was not confirmed. The sub-hypothesis posits the existence of differences among contract workers in terms of self-efficacy according to the variable of years of seniority:

**Table 6**

*Differences among contract workers in terms of self-efficacy according to the variable of years of seniority*

Variable	Source of Variance	Sum of Squares	Mean Square	F value	Degrees of Freedom	Significance Level
Self-efficacy	Between groups	59.318	19.773	0.083	3	0.969
	Within groups	14532.682	238.241		61	
	Total	14592.000			64	

According to the previous table, the calculated F value is 0.083 at a significance level of 0.969, which is greater than 0.05. This result leads to the acceptance of the null hypothesis and the rejection of the research hypothesis. Therefore, there is no significant difference among contract workers at the Mokrani Municipal Delegation in Oran Municipality in terms of self-efficacy, as measured by the variable of years of seniority. Thus, the researchers concluded that the hypothesis was not confirmed.

## General Discussion

The results presented in Table 2 indicate a correlation between the variable of psychological well-being and its dimensions—namely, self-esteem, happiness, balance, social participation, social relationships, and self-control and control of events—and the variable of self-efficacy among contract workers at the Mokrani Municipal Delegation in

Oran Municipality, Algeria. This suggests that as the level of psychological well-being increases, which is considered a positive inner feeling, it contributes to a higher level of self-efficacy among the workers in the studied institution.

Furthermore, psychological well-being refers to a sense of happiness and satisfaction among workers despite the surrounding work conditions, which may affect their belief in their ability to accomplish their assigned tasks and pursue established goals. Thus, it is clear that psychological well-being supports self-efficacy by enhancing workers' resilience to cope with failure and setbacks rather than giving in, which in turn strengthens their belief in their abilities. Additionally, workers at the institution under study who enjoy psychological well-being tend to form better social relationships and receive greater support from their colleagues, which directly contributes to enhancing their self-efficacy and achieving a flourishing life. This finding is consistent with the study conducted by Tamam Mohamed Abu Mokh (2024) on self-efficacy and its relationship with psychological well-being among kindergarten teachers, which revealed a positive correlation between self-efficacy and psychological well-being.

Moreover, the results shown in Tables 03 and 04 revealed no statistically significant differences among contract workers at the Mokrani Municipal Delegation in Oran Municipality regarding psychological well-being, as measured by the variables of age and years of seniority. This finding indicates that workers at the studied institution experience the same level of positive feelings and are equally capable of managing the pressures they face, regardless of age group or years of seniority. These factors do not hinder their belief in their competencies and abilities, nor do they hinder their ability to enhance their self-efficacy.

This finding is consistent with that of Massaoudi's (2016) study on psychological comfort and self-efficacy among teachers, which concluded that there were no statistically significant differences among teachers in terms of psychological well-being on the basis of years of experience. He attributed this to the fact that psychological well-being does not have specific characteristics related to the workplace or seniority, as everyone's work conditions are equal, resulting in the same level of well-being at work.

The results shown in Tables 05 and 06 also revealed no statistically significant differences among contract workers at the Mokrani Municipal Delegation in Oran Municipality in terms of self-efficacy according to the variables of age and years of seniority. This may be attributed to the fact that workers exert similar efforts and show equal commitment to their assigned tasks. Both groups benefit from the experiences of others in improving their performance and continue to work despite the difficulties and obstacles they encounter. This finding is consistent with the results obtained by Tamam Mohamed Abu Mokh (2024) regarding self-efficacy and its relationship with psychological well-being among kindergarten teachers, which confirmed that there were no differences among teachers in terms of self-efficacy.

Similarly, Massaoudi's (2016) study on psychological comfort and self-efficacy among teachers revealed no statistically significant differences in terms of self-efficacy according to the variable of seniority. He stated that as long as the services provided by the education directors ensured equal treatment among teachers, there was no difference in their performance and, consequently, no difference in their self-efficacy. In addition, a study by Khalailia Huda (2011) on the self-efficacy of teachers in Zarqa Governorate, examining certain variables, revealed that teaching experience does not determine their self-efficacy.

## Conclusion

In this study, the researchers aimed to identify the nature of the relationship between psychological well-being and self-efficacy among contract workers at the Mokrani Municipal Delegation in Oran Municipality, Algeria. The findings revealed that investing in the development of self-efficacy is, in turn, an investment in the psychological well-being of individuals, and vice versa. Positive psychology, in particular, seeks to promote these interconnected aspects to achieve a happy life for employees and to realise organisational efficiency and effectiveness more broadly. On the basis of these results, the following recommendations were made:

- Develop strategies to improve the organisational climate and resolve conflicts.
- Promote mental health among workers.

- The development of social relationships should be encouraged to ensure social support.
- Involve workers in the decision-making process.
- Strive to achieve a balance between work and personal life.
- Recognise the efforts made by workers and motivate them both materially and morally.

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