

The Availability of Occupational Health and Safety Dimensions and Their Role in Enhancing Job Commitment among Workers of the Gas and Electricity Distribution Unit (Sonelgaz) – Hassi Bahbah, Djelfa Province

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Abstract---The study aims to examine the availability of occupational health and safety dimensions and their impact on enhancing job commitment among workers of the Gas and Electricity Distribution Unit "Sonelgaz" in Hassi Bahbah – Djelfa Province. The descriptive-analytical approach was adopted, and a questionnaire was administered to a sample of 40 workers. Data were analyzed using SPSS software. The findings revealed that occupational health and safety dimensions are highly available, and there is a positive and statistically significant correlation with job commitment ($r = 0.624$, $p < 0.01$). Furthermore, simple regression analysis indicated that occupational health and safety account for 39% of the variance in job commitment. The study concluded that prioritizing occupational health and safety constitutes a fundamental factor in strengthening workers' commitment and stability within the organization.

Keywords---Occupational health and safety, job commitment.

1. Introduction

Occupational health and safety constitute one of the fundamental pillars of the modern work environment, given their central role in protecting human capital and enhancing its productive capacity.

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A worker who enjoys a safe and healthy workplace is more capable of performing effectively and more willing to integrate into the organization to which he belongs. The importance of this issue is particularly evident in vital sectors characterized by a high degree of risk, such as the energy, gas, and electricity sector, where workers are exposed daily to multiple occupational hazards that may affect their physical and psychological health, as well as their social stability.

In this context, the dimensions of occupational health and safety health-related, socio-organizational, environmental, and legislative—legal—represent a key entry point to ensuring workers' well-being and reducing the incidence of occupational accidents and diseases. This, in turn, contributes to the creation of a positive and safe work environment. These dimensions directly influence the level of job commitment among employees, as the sense of security and reassurance within the organization motivates individuals to remain loyal, interact positively with its values and objectives, and exert the necessary efforts to achieve its success.

Accordingly, the importance of studying the extent to which these dimensions are available within the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province, becomes clear. This institution is vital and sensitive, as its services are directly linked to the daily lives of citizens, while its effectiveness largely depends on its commitment to providing safe and supportive working conditions that enhance employees' sense of belonging and, consequently, ensure its organizational stability and sustainability.

Based on the above, the central research question can be formulated as follows:
To what extent can the dimensions of occupational health and safety enhance job commitment among workers of the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province?

From this central question, the following sub-questions emerge:

- What is the level of availability of occupational health and safety dimensions among workers of the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province, from their perspective?
- Is there a statistically significant correlation between occupational health and safety dimensions and job commitment among workers of the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province, from their perspective?
- Is there a statistically significant effect of occupational health and safety dimensions on job commitment among workers of the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province, from their perspective?

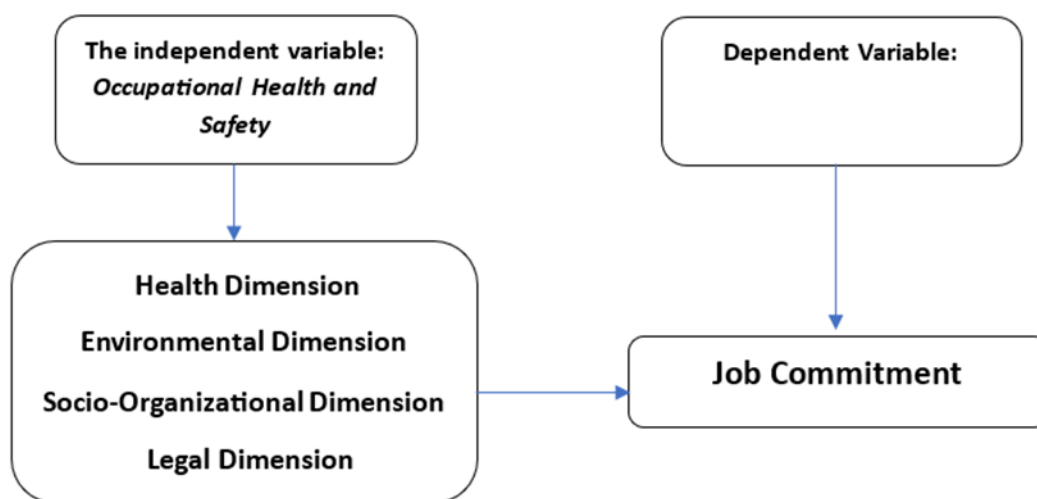
To answer these questions, the following hypotheses were formulated in support of the study's objectives:

- The level of availability of occupational health and safety dimensions among workers of the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province, is **high** from their perspective.
- There is a statistically significant correlation, at the significance level ($\alpha \leq 0.05$), between occupational health and safety dimensions and job commitment among workers of the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province, from their perspective.
- There is a statistically significant effect, at the significance level ($\alpha \leq 0.05$), of occupational health and safety dimensions on job commitment among workers of the Gas and Electricity Distribution Unit of Sonelgaz in Hassi Bahbah, Djelfa Province, from their perspective.

2. Research Methodology

In order to address the research problem and test the validity of the hypotheses, the descriptive-analytical method was employed. A case study was also conducted through the design of a questionnaire to collect various data and analyze them using the Statistical Package for the Social Sciences (SPSS v24).

- **Study Model**



Source: Prepared by the researchers

Theoretical Framework

Occupational Health and Safety

1. Definition of Occupational Health and Safety

Several researchers have defined occupational health and safety as follows:

- *Zakaria Tabaoun (2006)*: Occupational health and safety refer to safe performance in the workplace environment that ensures the prevention or minimization of accidents and diseases to the lowest possible level when dealing with various machines.
- *Al-'Aqabla (2002)*: Defined occupational health and safety as a field aimed at protecting workers from serious health effects, whether immediate or long-term, by addressing the personal, technical, and environmental sources of risk, thereby enabling employees to enjoy appropriate physical, psychological, and social well-being.
- *Youssef Hajim Al-Taie (2006)*: Viewed occupational health and safety as the provision of a safe environment free from hazards that workers may encounter within organizations.

As for occupational diseases, some researchers have defined them as follows:

- *Mohamed Muslim (2007)*: Occupational diseases are those directly or indirectly related to work, where work is a direct cause of their occurrence. They may appear over a short or long period depending on the degree of daily exposure to risks such as dust, toxic fumes, noise, or vibrations.
- *Omar (2003)*: Considered occupational diseases as resulting from practicing a certain profession for a period of time, whether long or short, manifesting in specific symptoms inherent to the nature of that work.

Based on the above, occupational health and safety can be defined as a set of organizational and technical practices and procedures aimed at protecting employees from occupational hazards and safeguarding their physical, psychological, and social well-being, through the prevention or reduction of accidents and occupational diseases to the lowest possible level. Occupational diseases, in turn, are health disorders that affect workers as a result of their continuous or direct exposure to risk factors associated with the work environment or the nature of the job.

2. Objectives of Occupational Health and Safety

Occupational Safety and Health (OSH) seeks to achieve a comprehensive set of objectives that ensure the well-being and protection of workers across various sectors. These objectives are not limited to prevention but extend to health promotion, building a safety-supportive organizational culture, and ensuring regulatory compliance factors that positively influence the economic performance of organizations. The main objectives can be summarized as follows:

- Prevent work-related injuries, diseases, and fatalities
- Promote overall occupational health
- Ensure regulatory compliance with laws and standards
- Foster a strong organizational safety culture
- Provide continuous training and education
- Conduct regular and effective risk assessments
- Implement integrated safety management systems
- Monitor and evaluate performance to ensure continuous improvement
- Facilitate collaboration and effective communication among stakeholders
- Reduce economic costs for organizations

3. Dimensions of Occupational Health and Safety

- **Health Dimension (Physical and Psychological):**
Focuses on protecting workers from occupational diseases and injuries caused by exposure to physical, chemical, and mechanical hazards, in addition to preventing psychological stress, burnout, and work-related fatigue. This promotes both physical and mental well-being (Kirsten et al., 2022). From an occupational psychology perspective, psychological and social well-being are integral parts of the concept of workplace safety (AIHA, 2024).
- **Socio-Organizational Dimension:**
Emphasizes the nature of social relations within the organization, a safety-supportive organizational culture, and management policies that facilitate the implementation of occupational health procedures. The existence of a participatory and fair institutional culture enhances employees' commitment to applying preventive measures (Lallukka et al., 2021). The literature also affirms that the success of occupational health programs largely depends on managerial support and the clarity of organizational procedures (Tan et al., 2023).
- **Environmental Dimension:**
Involves providing a healthy work environment, including adequate ventilation, lighting, cleanliness, waste disposal, and control of harmful factors such as noise, dust, and chemicals. Workplace environmental hazards—such as air pollution or excessive noise—are among the main causes of chronic occupational diseases (Kirsten et al., 2022).
- **Legal-Legislative Dimension:**
Relates to national and international regulations obligating institutions to implement occupational health and safety standards. These laws define workers' rights and employers' responsibilities, and include mechanisms for supervision, penalties, and compensation in case of occupational injuries or diseases (PECb, 2023). Occupational health and safety management

systems such as ISO 45001 also provide an operational and legal framework to minimize risks and protect employees (Tan et al., 2023).

Job Commitment: Definition, Importance, and Types

Job commitment is considered one of the core concepts in organizational studies, as it reflects the nature of the relationship between the individual and the organization, and the extent to which the individual is behaviorally and emotionally aligned with it. This concept has received increasing attention from both researchers and managers, as it is regarded as one of the fundamental determinants of employee performance and organizational success.

Job Commitment

1. Definition of Job Commitment

Various definitions of job commitment have been provided, differing in their focus on psychological, social, or behavioral dimensions. Hall, Schneider, and Nygren (1970) considered it a process of alignment or congruence between the individual's goals and those of the organization. Meanwhile, Mowday and Porter (1979) defined it as the individual's full conviction in the organization's values and objectives, along with a willingness to exert effort for its benefit, even if better job opportunities are available elsewhere. Steers (1977), on the other hand, emphasized the relational dimension, viewing commitment as a bond between the individual and the organization directed toward serving the latter.

In the Arab context, Khalil Hajjaj (2007) defined job commitment as the individual's desire not to leave the organization despite the availability of external incentives. Similarly, Mohamed Al-Sheqirat and Mohamed Muslim (2003) considered commitment an expression of the strength of an individual's attachment to their company and their readiness to exert maximum effort on its behalf. Elias (2006) viewed it as a form of professional attachment, while Suniono (2020) highlighted the role of professional identity, which drives individuals to deliver serious work in service of their profession. From another perspective, Hrebiniak and Alutto (1972) considered commitment a natural outcome of reciprocal relationships between the individual and the organization (Khattab, 1988).

From synthesizing these definitions, job commitment can be understood as a psychological and behavioral state that reflects an individual's connection to the organization through alignment with its values and objectives, accompanied by a desire to remain within it and exert maximum effort for its success.

2. Importance of Job Commitment

The importance of job commitment lies in its direct impact on both individuals and organizations. Salah El-Din Abdel-Baqi (2005) pointed out that commitment represents a key indicator for predicting various organizational behaviors, particularly turnover rates, as committed employees tend to stay longer within the organization and actively contribute to achieving its objectives.

At the individual level, commitment enhances organizational identity, positive participation, and loyalty (Darwish, 2002). At the organizational level, it is considered a key driver of creativity, reduces costs associated with employee turnover and negative behaviors such as absenteeism or negligence (Atif, 2009), and helps achieve alignment between the individual and the organization while fostering adoption of its values (Nawadei, 2004).

Al-Farraj (2008) emphasized that organizational commitment fosters solidarity and social cohesion, strengthens security and stability, and helps preserve group values and norms. Al-Omari (2004) argued

that the success of organizations depends not only on employee training but also on the degree of their commitment to the organization.

Additionally, other studies (Dipola, 2001; Fred, 1992; Organ, 1988) showed that commitment enhances job satisfaction, strengthens social ties within the organization, and ensures stability and continuity, thereby increasing employee motivation and supporting the achievement of shared goals.

3. Types of Job Commitment

Researchers have presented several classifications of job commitment, among the most notable being that of Morsi (2002):

- 1) **Affective (Emotional) Commitment:** Involves an individual's emotional attachment to the organization due to personal identification with its values and goals, which motivates exceptional effort for its success.
- 2) **Continuance Commitment:** Reflects an individual's attachment to the organization based on recognition of the benefits received and a reluctance to bear the costs of leaving it.
- 3) **Normative Commitment:** Based on a moral and ethical obligation toward the organization, influenced by social and religious values or by expectations from colleagues and society (Al-Shadi, 2005).

Method and Procedures

1. Study Population and Sample

We selected a sample of employees from the SONEGAS unit in Hassi Bahbah, specifically those working in technical and maintenance departments—all of whom were male. A total of 40 paper-based questionnaires were distributed randomly, all of which were retrieved and fully completed.

2. Statistical Concepts and Methods Used in the Study

In analyzing the study data, we relied on several descriptive and inferential statistical concepts and techniques, the most important of which include:

- a. **Descriptive Statistical Measures:** such as the arithmetic mean and standard deviation, to describe the characteristics of the study population.
- b. **Pearson Correlation Coefficient:** to determine the strength of the relationship between the independent and dependent variables.
- c. **Simple Linear Regression Analysis:** to identify the effect of the independent variable on the dependent variable.
- d. **Cronbach's Alpha Coefficient:** to measure the internal consistency of the items used in the study scales.
- e. **One-Sample Kolmogorov-Smirnov Test:** to verify whether the data follow a normal distribution.

4. Study Instrument Design

The study relied on a questionnaire as the primary tool for collecting primary data, using a five-point Likert scale. To achieve the objectives of the study and to examine the impact of occupational health and safety on job commitment, the questionnaire was designed to include four sections:

- **Section One:** An introductory and motivational message, aimed at informing participants about the nature and objectives of the study. It also emphasized the confidentiality of information, its use solely for research purposes, and the importance of not providing personal identifiers (e.g., name, surname, or department). Participants were encouraged to respond accurately and avoid omitting any items.

- **Section Two:** Personal and professional information, including age, educational level, and years of experience.
- **Section Three:** Items related to **occupational health and safety**, comprising 16 statements.
- **Section Four:** Items related to **job commitment**, comprising 12 statements.

5. Questionnaire Reliability and Analysis of Study Variables

The reliability of the study instrument was assessed using Cronbach's Alpha coefficient to determine the internal consistency of the items. Results presented in Table (1) indicate that the reliability coefficient for the first dimension (independent variable: occupational health and safety) was **0.936**, which is considered excellent. The coefficient for the second dimension (dependent variable: job commitment) was **0.803**, which is considered good. For the overall study instrument, the coefficient was **0.971**, reflecting a very high level of reliability, confirming the instrument's suitability for statistical analysis and scientific research purposes.

Table (1): Reliability Coefficients of the Study Dimensions Using Cronbach's Alpha

Dimension	Number of Items	Cronbach's Alpha
Safety Occupational and Health	16	0.936
Job Commitment	12	0.803
Entire Questionnaire	28	0.971

Source: Prepared by the researchers based on SPSS outputs.

B. Analysis of Personal and Occupational Data

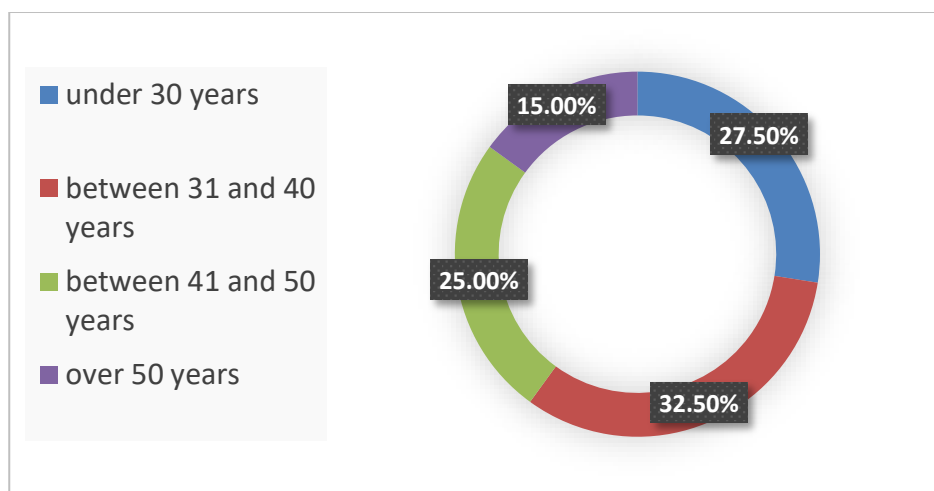


Figure (01): Distribution of the Study Sample by Age Based on SPSS Outputs

Age Distribution of the Study Sample: As shown in Figure (01), the age group between 31 and 40 years ranks first, representing 32.50% of the respondents, followed by the age group under 30 years with 27.50%. The third category includes those aged between 41 and 50 years, accounting for 25%, while the last category those over 50 years represents 15%. This is a strong indicator that the Sonelgaz unit in Hassi Bahbah is rich in youthful human resources.

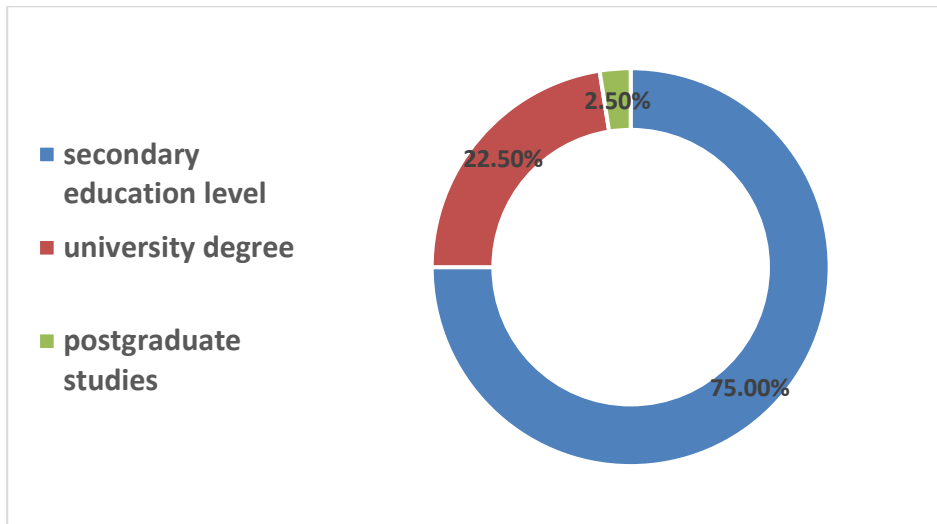


Figure (02): Distribution of the Study Sample by Educational Level Based on SPSS Outputs

Educational Level Distribution of the Study Sample: As illustrated in Figure (02), individuals with a secondary education level represent the majority of the sample, accounting for 75%, followed by those with a university degree at 22.50%. Respondents with postgraduate studies constitute only 2.50%. This is a strong indicator that the employees of the Sonelgaz unit in Hassi Bahbah possess a satisfactory educational background, primarily divided between secondary and university levels. Such an educational profile greatly facilitates the respondents' ability to comprehend the questionnaire items accurately, thereby enhancing the precision of their responses.

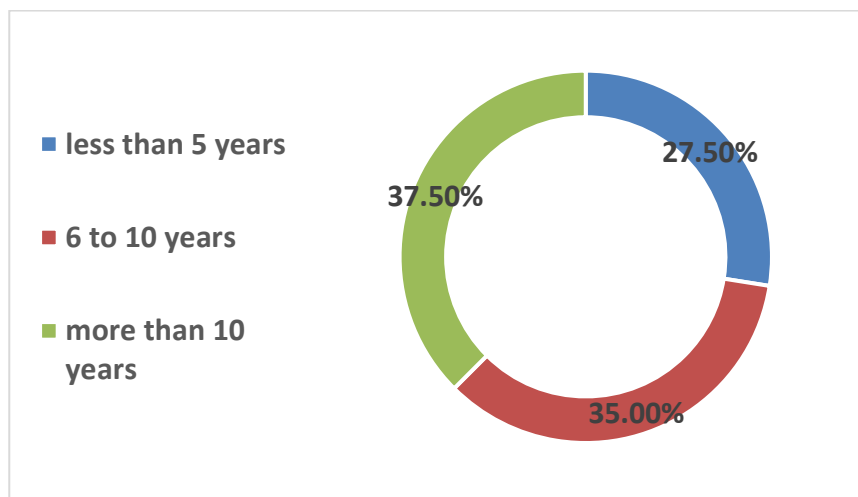


Figure (03): Distribution of the Study Sample by Years of Experience Based on SPSS Outputs

Experience Distribution of the Study Sample: As shown in Figure (03), respondents with more than 10 years of experience constitute 37.50% of the sample, while those with 6 to 10 years of experience account for 35%. Participants with less than 5 years of experience represent 27.50%. This indicates that the Sonelgaz unit in Hassi Bahbah possesses a significant pool of professional expertise.

C. Test of Normality

The **One-Sample Kolmogorov-Smirnov Test** was conducted to verify whether the study variables follow a normal distribution. Table (2) presents the results of the test, showing that the significance values ranged between (0.060 – 0.200), all of which are greater than the significance level ($\alpha \leq 0.05$).

Table (2): Results of the Normality Test for All Variables Using the One-Sample Kolmogorov-Smirnov Test

No.	Variable	Kolmogorov-Smirnov Z	Sig. (p-value)
01	Health Dimension	0.2210	0.077
02	Socio-Organizational Dimension	0.1250	0.060
03	Environmental Dimension	0.1910	0.072
04	Legal Dimension	0.1540	0.137
05	Occupational Health & Safety	0.1380	0.200
06	Affective Commitment Dimension	0.1830	0.074
07	Continuance Commitment Dimension	0.1600	0.064
08	Normative Commitment Dimension	0.1680	0.200
09	Job Commitment	0.2060	0.200

Source: Prepared by the researchers based on SPSS outputs

As shown in Table (2), all significance values are greater than (0.05). This indicates that **the data for all study variables follow a normal distribution**, which justifies the use of parametric statistical methods to test the research hypotheses.

Testing the Study Hypotheses

First Hypothesis:

The first hypothesis states that: *“The level of availability of occupational health and safety dimensions among workers of the Gas and Electricity Distribution Unit of Sonelgaz – Hassi Babbah, Djelfa Province, is high from their perspective.”*

To determine the respondents’ perceptions regarding the different dimensions and axes, we calculated the means and standard deviations for each dimension, followed by ranking them within their axis to identify their relative importance and availability level. Table (3) illustrates these results:

Table (3): Means, Standard Deviations, and Relative Importance of the Independent Variable Dimensions

Axis	Rank	Dimension	Mean	Std. Deviation	Level
Occupational Health & Safety	01	Health Dimension	3.98	0.69	High
	02	Legal Dimension	3.88	0.75	High
	03	Socio-Organizational Dimension	3.84	1.05	High
	04	Environmental Dimension	3.66	0.91	High
Overall Axis Score	—	—	3.84	0.80	High

Source: Prepared by the researchers based on SPSS outputs

From Table (3), it is evident that the overall level of **occupational health and safety** is high. This highlights the significance of these dimensions for the respondents, as all dimensions recorded high levels, with mean scores of **3.98, 3.88, 3.84, and 3.66**, respectively.

Based on these findings, we accept the hypothesis stating that:

*“The level of availability of occupational health and safety dimensions among workers of the Gas and Electricity Distribution Unit of Sonelgaz – Hassi Babbah, Djelfa Province, **is high** from their perspective.”*

Second: Testing the Second Hypothesis

The second hypothesis states that: *There is a statistically significant correlation at the significance level ($\alpha \leq 0.05$) between the dimensions of occupational health and safety and organizational commitment among the workers of the Gas and Electricity Distribution Unit – Sonelgaz – Hassi Babbah – Djelfa Province, from their point of view.*

To test this hypothesis, Pearson’s correlation coefficient was used to verify the existence of such a relationship, as illustrated in the following table:

Table (04): Results of Pearson’s Correlation Analysis between Occupational Health and Safety and Organizational Commitment

Independent Variable: Occupational Health and Safety	Dependent Variable: Organizational Commitment	Correlation Coefficient (R)	Significance Level
		0.624	0.000

Source: Prepared by the researchers based on SPSS outputs

From Table (04), it is evident that there is a strong positive correlation between the dependent and independent variables, with a correlation coefficient of **0.624** and a significance level of **0.000**, which is lower than the assumed significance threshold of **0.05**. Accordingly, and based on these results, we accept the hypothesis that: *There is a statistically significant correlation at the significance level ($\alpha \leq 0.05$) between the dimensions of occupational health and safety and organizational commitment among the workers of the Gas and Electricity Distribution Unit – Sonelgaz – Hassi Babbah – Djelfa Province, from their point of view.*

Third: Testing the Third Hypothesis

The third hypothesis states that: *There is a statistically significant effect at the significance level ($\alpha \leq 0.05$) of the dimensions of occupational health and safety on organizational commitment among the workers of the Gas and Electricity Distribution Unit – Sonelgaz – Hassi Babbah – Djelfa Province, from their point of view.*

To test this hypothesis, a simple regression analysis was conducted to verify the existence of an effect, as illustrated in the following table:

Table (05): Results of Variance Analysis of the Regression Model Testing the Effect of Occupational Health and Safety on Organizational Commitment

Source of Variance	Degrees of Freedom	Sum of Squares	Mean Squares	F- value	R ²	Significance Level (F)
Regression	1	520.347	520.347	29.294	0.389	0.000
Error	38	817.653	21.518			
Total	39	1348.000				

Source: Prepared by the researchers based on SPSS outputs

Based on the results shown in Table (05), the regression model proves valid for predicting the relationship between occupational health and safety (independent variable) and organizational commitment (dependent variable) at the Sonelgaz Unit in Hassi Babbah. The **F-value = 29.294** is statistically significant, with a **p-value = 0.000**, which is less than the adopted significance threshold of

0.05. Therefore, we accept the hypothesis which states that: *There is a statistically significant effect at the significance level ($\alpha \leq 0.05$) of the dimensions of occupational health and safety on organizational commitment among the workers of the Gas and Electricity Distribution Unit – Sonelgaz – Hassi Babbah – Djelfa Province, from their point of view.*

Table (06): Results of Simple Regression Analysis Testing the Effect of Occupational Health and Safety on Organizational Commitment

Independent Variable: Occupational Health and Safety	Dependent Variable: Organizational Commitment	Correlation Coefficient (R)	Coefficient of Determination (R ²)	Regression Coefficient (B)	Constant (a)
		0.624	0.389	0.685	12.345

Regression Equation:

$$Y = 12.345 + 0.685X_1 \quad Y = 12.345 + 0.685X_1$$

Source: Prepared by the researchers based on SPSS outputs

From the results presented in Table (06), it is observed that the correlation coefficient (R) is **0.624**, which indicates a strong positive relationship between occupational health and safety and organizational commitment. The coefficient of determination (R²) is **0.389**, meaning that occupational health and safety explains approximately **39%** of the variance in organizational commitment among the employees of the Sonelgaz Unit in Hassi Babbah. Based on these findings, the regression equation can be written as shown above.

Conclusion

The findings of this study revealed that the dimensions of occupational health and safety are highly available among the workers of the Gas and Electricity Distribution Unit – Sonelgaz – Hassi Babbah. Positive levels were recorded across the different dimensions (health, socio-organizational, environmental, and legal-regulatory). This reflects the organization's commitment to implementing safety standards and procedures, which contributes to providing a safe and stable work environment. The results further confirmed the existence of a statistically significant and positive correlation between the dimensions of occupational health and safety and organizational commitment. This indicates that workers' sense of physical, psychological, and social security in their workplace enhances their commitment and sense of belonging to the organization. In addition, the simple regression results showed that occupational health and safety explains approximately **39%** of the variance in organizational commitment, reflecting its direct impact on strengthening employees' loyalty and willingness to remain within the institution.

These results are of particular importance given the nature of the energy sector, which is characterized by multiple occupational risks. Hence, implementing occupational health and safety policies represents not only a preventive measure for protecting workers but also a strategic tool for ensuring organizational performance and sustainability. Moreover, enhancing organizational commitment constitutes a cornerstone for stabilizing human resources, reducing absenteeism and turnover, and ultimately improving long-term organizational effectiveness.

Recommendations

Based on the above results, the following recommendations can be proposed:

1. **Strengthen continuous training programs** in occupational health and safety to enable workers to keep up with new methods of risk prevention.

2. **Develop internal communication channels** that allow employees to easily report risks and occupational issues, thereby fostering an atmosphere of trust within the organization.
3. **Improve the environmental conditions of the workplace** through investment in ventilation, lighting, and occupational hygiene measures to reduce physical and chemical risks.
4. **Promote organizational justice and transparency** in the implementation of health and safety policies, which reinforces the socio-organizational dimension and enhances employees' commitment.

In conclusion, investing in the dimensions of occupational health and safety should not be viewed merely as a legal obligation or preventive action. Rather, it is a **strategic choice** that contributes to strengthening organizational commitment, ensuring greater stability of human resources, and enhancing the organization's position as a socially responsible institution.

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