

THE EFFECT OF QUALITY OF WORK LIFE ON CREATIVE BEHAVIOR OF PROFESSORS AT THE KASDI MERBAH OUARGLA UNIVERSITY'S FACULTY OF APPLIED SCIENCES

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Abstract: *Over the last decade, much research has been conducted in the field of quality of work life (QWL) and its associations with the creative behavior of employees. Prior studies have found substantial positive evidence for statistical associations between QWL and creative behavior. The purpose of this study is to investigate the relationships between QWL dimensions and creative behavior. This study examines the relationships between QWL dimensions and creative behavior. The researcher adopted the descriptive survey design. Primary data was sourced through the instrument of the questionnaire. It was given to a chosen group of (110) workers. A percentage of (90%) was obtained from retrieving (62) valid questionnaires. The research study is drawn scientifically using the simple random sampling technique. The findings revealed the institution under study professors' creative behavior correlates with the quality of work life in all dimensions (work characteristics, work environment, participation, compensation, supervision, and working group). The institution under study professors' creative behavior is impacted by a combination of work-life quality dimensions. It also discovered an average quality of work life and creative behavior of the institution in question. The researcher recommended, among others that the (institution under study) should pay more attention to the quality of work life by paying attention to the work environment by providing a healthy, safe work environment (security equipment and protection from occupational hazards in the workplace), and comfortable at work from Where (cleanliness, lighting, humidity, ventilation, housing as well as office and logistical equipment, laboratories, and technical and scientific equipment required to finish and stimulate research work. The Faculty of Applied Sciences of the University of Kasdi Merbah Ouargla advises that training sessions and awareness campaigns be held to raise awareness of the system of salaries, wages, rewards, and employees' obligations to their jobs.*

Keywords: Faculty of Applied Sciences, University of Kasdi Merbah Ouargla, creative behavior, quality of work life, work characteristics, participation.

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Introduction

In organizations and the higher education sector, the quality of work-life is seen as an integrated framework and strategy for enhancing and developing human capital. This demonstrates that colleges and universities have genuinely invested in their staff's capabilities, skills, knowledge, and motivation, reflected in the work output of those in the higher education industry. The effectiveness of the university's human capital and the viability of the programs used to achieve a strong, established competitive advantage based on innovation and creativity in performance are both accurate indicators of employee performance levels.

From a person's perspective, a quality work-life expresses a degree of mutual trust and appreciation, the importance of the job, and the existence of suitable opportunities provided by managers to employees in the workplace. Employee satisfaction, absenteeism, and motivation measures can all be used to assess the standard of work life within an organization.

Evaluation and improvement of the quality of work-life were essential given that people spend 65 percent of their lives at work. Some indications of a higher quality of work-life include being content or happy at work, participating in one's job, decreasing accidents related to one's job, and having the freedom to make one's own decisions. The focus of quality of life research has shifted in recent years, and one new area of study is the measurement of subjective well-being, which is crucial for understanding how people currently perceive their circumstances (Burgos et al. Denegri et al., 2020, 19., 2018).

The poor quality of work suggests that people view their careers as a way to meet personal needs, so they are frequently required to complete extra tasks to compensate for this deficiency. These employees need to show more dedication to the business.

Literature Review

Quality of work-life:

Diverse interpretations of the concept of work-life quality exist among individuals and organizations. For an individual employed in a manufacturing setting, this encompasses equitable remuneration, stable occupational environments, and favorable treatment by superiors. Conversely, for a recently recruited employee, it may contain opportunities for professional growth and an environment conducive to fostering innovation. It serves as the foundation for several conceptualizations of work-life quality.

According to several studies, a person's physical and mental well-being may be reflected in their workplace environment (Sajjad & Abbasi, 2014, p. 92).

For some, improving workers' quality of life means prioritizing their job happiness and personal development within a more modern, reasonable framework (Aysegul & Erkan, 2018, p. 37).

According to (Permarupan et al. 2013, p.269), it is an effective instrument for raising organizational effectiveness and enhancing working conditions from the viewpoints of the employer and employee.

The concept under consideration pertains to a cognitive framework concerning individuals, labor, and institutions, which cultivates a state of contentment inside employees' minds and augments general efficacy, productivity, and adaptability (Sundaray et al., 2008, p. 1).

The procedural definition of the quality of work-life refers to the university's efforts to promote and improve the material and moral aspects of persons' lives by fostering a high degree of interest. Factors such as rewards, employment security, and growth chances within the employee's work environment contribute to heightened happiness and enhanced learning capabilities within the university, thereby facilitating the achievement of its objectives.

Dimensions(elements) of the quality of work-life:

Scholars have employed diverse characterizations of the components comprising the quality of work-life, which vary depending on the extent and focus of their respective investigations., but there is consensus on the most fundamental ones.

The study conducted by Adikoeswanto et al. (2020) utilized a framework for assessing the quality of work-life. The dimensions under consideration are participation, compensation, supervision, work environment, work characteristics, and working group., have been selected for incorporation into the present research. The subsequent section provides a comprehensive description of each dimension.

1. **Participation:** Giving others the chance to contribute ideas and make decisions about the organization's work to find practical solutions represents the first aspect of participation. (Harold, 2007, p. 46).
2. **Compensation:** workers are compensated for their mental, physical, or labor through compensation based on similar jobs, workloads, and social standards (Hamidi & Mohamadi, 2012, p. 2).
Compensation refers to the remuneration an employee receives from their employer for the services rendered throughout their tenure with the organization. The payment determination should be based on various factors such as the quantity and quality of work completed, level of ability and expertise demonstrated, proficiency in work techniques, and the level of responsibilities undertaken.
According to (Nanjundeswaraswamy et al., 2020, p. 390), employees must be reimbursed equally for performing tasks of equivalent value.
According to (Sajjad and Abbasi, 2014, p. 93) the source can be found on. It is recommended that employers be mandated to comply with a standardized payment framework (Parvar, 2013, p. 136).
3. **Supervision:** An administrative procedure has been developed to regulate employee conduct and facilitate their collaboration in a manner that achieves the organization's objectives. The concept being described is the exertion made by a supervisor in terms of administration, technical expertise, and consideration for others to complete tasks and achieve the organization's objectives (Al-Husni, 2016, p. 20).
4. **Work environment:** The term "workplace" pertains to the physical setting where employees perform their duties and interact with their peers. This space needs to maintain a professional atmosphere, enabling effective communication and facilitating the successful execution of job responsibilities.
According to (Nanjundeswaraswamy et al., 2020, p. 390), there is a relationship between physical and mental health.
The phenomenon under consideration can be described as a convergence of various factors, encompassing the physical environment of the workplace (such as cleanliness, lighting, temperature, and colors), the level of security provided within the workplace, and working hours (Duyan et al., 2013, p. 106).
5. **Work characteristics:** This refers to the degree to which the following characteristics are present: skill diversity, task identification, importance of work, independence, participation in decision-making, and feedback.
6. **Working Group:** Cohesion refers to an individual's awareness of the level of cohesion and participation within the organization, including the willingness of members to help one another.

Creative behavior:

Various perspectives on creativity and human behavior result in various definitions of creative behavior. Creativity can be a tool used by organizations to take the lead and accomplish their goals. Every person has a latent talent called creativity that, like all other talents, must be stimulated, developed, and permanently practiced to exist. Creativity is regarded as a creative human behavior that exists within every individual. Because of this, creativity is not a specialized skill. Ideas and talents can only explode at ordinary people with super intelligence.

Guilford affirms that creativity is an open-minded process distinguished by its unique and distinctive results, the variety of responses offered, or significant cognitive engagement is driven by a strong motivation to explore previously unidentified solutions, characterized by their comprehensive and intricate nature.

Creativity encompasses moral and emotional elements that constitute a distinct cognitive phenomenon. (cited in Jerwan, 2012, p. 72).

According to Alqaryouti (2000), creative behavior refers to all individual and distinctive workplace behaviors, such as opportunities found, novel theories that have been scientifically proven, and efforts made to apply ideas at any organizational level.

Alzoubi (2013) states it is "An individual's ability to generate output is distinguished by heightened cognitive fluency, flexibility, and originality. "

Creative behavior can be defined as the capacity of an individual, particularly a worker, to proficiently and innovatively employ a collection of concepts and ideas to advance the work inside an institution or organization to its utmost potential. (Noruzy et al., 2013).

According to Harrison (2013), a person's creative behavior is how he or she can learn and practice scientific thinking techniques in-depth, adapt to those around them or change social conditions, and deal creatively with problems in daily life. The researcher defines creative behavior procedurally as an act or behavior that a person engages in while at work and is distinguished by fluency, originality, and flexibility, leading to creative outcomes. This definition comes from the research above.

Dimensions of creative behavior:

Depending on how the researchers view this concept, different approaches to dealing with creativity and creative behavior were used in their studies, as were the elements or dimensions they used.

The researcher adopted the (Kraft, 2005). The selection of an appropriate framework for the current research is contingent upon varying perspectives among researchers regarding the characteristics of creative behavior:

1. **Fluency:** The ability to generate many suitable responses to a given information set within a specific timeframe. (Guilford, 1971); Urban, 1995). It is essential to comprehend that a higher score on this dimension signifies effective transmission and distribution of knowledge within the organizational context. It is essential to consider what space is required for independence in the workplace. Low scores show that people are negative, constrained by rules, and stick to their predetermined frames. Alnidawi and Jaffal (2018): 147).
2. **Flexibility:** is the second quality. According to Guilford (1971), flexibility is the ability to change instructions without stopping to think. This category is characterized by changes in mode (Urban, 1995).
3. **Originality:** refers to a rare occurrence within the population to which an individual belongs, with a very low probability of happening (Guilford, 1971; Urban, 1995).
4. **Elaboration** entails actualizing or modifying an idea, which can manifest as either highly specific and direct or remarkably imaginative and enriched with details (Urban, 1995).

People are more willing to present innovative ideas when the organization makes decisions and acts quickly. However, the organization can avoid this risk by slowing down operations. Risks can be lowered or eliminated before other factors make new decisions (Alnidawi & Jaffal, 2018; 147).

5- Sensitivity to solve problem: the capacity to identify issues and recognize the need for modifications, additions, or new techniques (Urban, 1995; Guilford, 1971).

The researchers examined numerous prior studies about the subject matter of this study to ascertain the key issues addressed, the methodologies and protocols employed in each study, the primary findings and recommendations, and the extent to which they yielded beneficial outcomes. The researcher arranged the preceding studies, starting with the most recent and progressing toward the oldest, to display them.

Khamis & Al-Qaisi (2022): This research aimed to examine the correlation and influence between innovative work behavior and quality of work-life. The research sample, comprising 183 personnel with a bachelor's degree or higher, was used to collect data using the comprehensive inventory approach to achieve the objective. The research yielded multiple findings, the most noteworthy being identifying positive and ethical associations between work-life quality and its constituent elements in fostering innovative work behavior within the research organization.

Muhammed and Salma (2021): This study aimed to examine the correlation between the work-life quality of university instructors, their propensity to share knowledge, and the presence of a creative culture inside the academic institution. To achieve this objective, 166 data points were collected from several regional public and private universities. Based on the study's results, a notable and positive correlation exists between the presence of an innovative culture inside universities and the overall quality of the work environment. To optimize the efficiency of their departments, university administrators are recommended to provide a conducive working atmosphere for their academic staff.

Guermi and Ben Ahmed's study of Algerian Telecommunications in Djelfa in 2021 focused on the quality of a career and how it affects the growth of creative behavior in human resources. To understand the reality of the quality of life in the development of creative behavior in the human resources at Algerian Telecommunications in Djelfa, this study set out to identify that behavior. We are utilizing a diverse range of statistical methodologies, such as the calculation of the arithmetic mean, determination of standard deviations, assessment of ratios, evaluation of the coefficient of correlation, and analysis of the coefficient of selection., a questionnaire was created for the study's purpose and given to a random sample of people. The questionnaire covered 33.3% of the human resources' creative behavior in the institution under study. The study's findings revealed a relationship between the quality of a career and the growth of creative behavior in Algeria Telecommunications' Djelfa human resources. Additionally, it was discovered that the institution in question displayed creative behavior and a career of average quality.

Abu Hashem (2019): The quality of work-life and its impact on the growth of administrative creativity in Ministry of Awqaf and Religious Affairs staff members. In the southern governorates, the Ministry of Awqaf and Religious Affairs employees were studied to determine the nature of work-life and how it affected the growth of administrative creativity. The researcher used a questionnaire and descriptive analytical methodology to gather data in line with the goals and nature of the study. The sample for the survey included 123 managers who held managerial positions at the Ministry of Awqaf and Religious Affairs. The questionnaire was given out to the entire study population using the comprehensive inventory method. Researcher Statistical Analysis Program (SPSS) was used to analyze the data, and 114 (valid) responses with a response rate of 92.7 % were found. The study came to several conclusions, the most significant of which are:

- The Ministry of Awqaf and Religious Affairs had a medium availability level for the quality of work-life dimensions, with a relative weight of (58 points 1 percent).
- The Ministry of Awqaf and Religious Affairs reached a medium degree of administrative creativity, with a relative weight of (62.1 %).
- Among employees of the Ministry of Awqaf and Religious Affairs. A statistically significant correlation has been observed between administrative creativity and the quality of work life, with a significance threshold set at 0.05. The user's text needs to provide more information to rewrite academically. This study examines the influence of statistical significance, specifically at a significance level of 0.05, on the quality of work life and its impact on the administrative creativity of the staff members at the Ministry of Awqaf and Religious Affairs.
- The estimates of the respondents to the study's variables do not differ due to personal or functional factors, except variations in the job title's impact on the degree of work-life quality. Among Indian IT sector employees, Kumar (2019) A study examined the correlation between staff creativity and work quality within the Indian IT sector. The research employed a quantitative methodology and relied on surveys as the primary data collection tool. The sample consisted of 234 individuals from diverse IT industries in Bangalore. The study's findings indicate a favorable relationship between the quality of work life experienced by employees and their level of creativity. An additional discovery suggested that the association above was influenced by stress and work obligations. Furthermore, the research revealed that an overabundance of work responsibilities negatively impacts employees' creative capacities.

Adah & al. (2018): This study examines the relationship between the quality of work-life and employee creativity in deposit money institutions in Port Harcourt. This research examined the impact of work environment quality on employee creativity inside deposit money institutions in Port Harcourt. The study investigated the correlation between employee innovation and workplace quality. In this study, a research design utilizing a survey

methodology was employed. A total of 192 questionnaires were distributed to the respondents. A total of 170 (180) copies of the distributed questionnaire were collected. The data was analyzed using SPSS Version 20, and the hypotheses were tested using the Spearman Rank Correlation Coefficient. The results indicated a significant association between employment stability and many indicators of inventive cognition, proactive behavior, occupational safety, and overall psychological and physical welfare. The critical factors emphasized in this context include proactiveness, safety and well-being, innovative thinking, and employee empowerment. These elements are considered essential for promoting a productive and positive work environment.

Furthermore, it has been determined that the presence of corporate culture positively influences the relationship between employee innovation and the quality of work-life. The findings resulted in the null hypothesis being rejected and the alternative theory being accepted. Consequently, the study reached the determination that enhancing employee welfare will have a substantial effect on their ability to innovate.

Alaeimaa & Alsharkisiu, 2017. From the perspective of its employees, the goal of this study was to determine how the quality of work-life at Al Asmariya Islamic University affected administrative creativity. To accomplish this, the study used a descriptive analytical approach. All of the staff members at the various administrative levels in the university's general administration, totaling (221), comprised the study population. After distributing the questionnaire, (40) valid forms for statistical analysis were retrieved, and for the analysis of the study data, a computer was used along with a statistical program from the software service contained in SPSS). This was done by the stratified random sampling method, as described by Krejcie and Morgan (1970), where the sample size was determined by the number (45). There were many findings that can be summed up as follows: The study showed that Al Asmariya Islamic University employees generally had high levels of work-life quality, and it also showed that respondents' perceptions of the impact of work-life quality on administrative creativity varied in a statistically significant way.

To the best of the researcher's knowledge, this study is the first of its kind to address the relationship between the quality of a professor's work life and their ability to be creative while teaching at the University of Kasdi Merbah Ouargla's Faculty of Applied Sciences, a service sector where this issue has never been addressed before. It is also regarded as a significant academic contribution to the Arabic library.

Methodology and research methods

The problem of the study:

Organizations constantly strive to keep up with the changes in the environment to achieve their assigned goals due to change, competition, and the explosion of knowledge. All that needs to be done is for the organization to focus on its most valuable resource, which is its human resources, to accomplish its goals.

Using the fundamental techniques, it offers to help him achieve his satisfaction, loyalty, and job stability, a quality work life can be achieved, which is the fundamental building block in caring for and retaining human resources. He has a variety of ways to express his talents and energies, take on the form of his thoughts, and inspire himself. His creative behavior and ability to translate it into creative output, which also serves as the cornerstone for the success and uniqueness of organizations while enhancing the efficiency of organizational procedures, are examples of his creative behavior. To pinpoint the issue from this angle, use the primary question is presented below.

The subsequent series of interconnected questions are derived from the focal question.

Does the quality of work-life affect the development of creative behavior among professors at the Kasdi-Merbah Ouargla University's Faculty of Applied Sciences? The primary question leads to the derivation of the following set of subsidiary questions:

1. How well do the professors in the institution under study like their work lives?
2. What level of creative behavior application do the sample members think exists?
3. Is there an essential link between creative behavior and the quality of one's professional life?

4. How does creative behavior impact faculty members at the institution under study?

Objectives of the study:

The primary objective of this study is to describe the nature of the workplace and how it affects how creative behavior develops in organizations.

1. Learn about the creative approaches the faculty members use at the institution under study.
2. Discover the quality of work-life of the professors at the institution under study.
3. Determine the nature of the relationship between the creative behavior at the institution under study and the dimensions of quality of work-life (work characteristics, work environment, participation, compensation, supervision, and working group).
4. Research the impact of work-life quality on academics at the institution under study creative behavior.
5. Providing advice and suggestions that might help the institution under study to identify best practices for a high-quality work environment, which in turn might help foster the development of creative behavior.

The Study Hypotheses:

The study's null hypothesis and hypothesis have been proposed in light of the study's goals and problem.

The first primary hypothesis is: There is no correlation between the quality of work-life in its elements (work characteristics, work environment, participation, compensation, supervision, and working group) and the creative behavior of the faculty members of the institution under study.

From the primary hypothesis, six sub-hypotheses are generated:

1. Work characteristics there is no influence on the creative behavior exhibited by academics at the institution under study.
2. In the Faculty of Applied Sciences at the University of Kasdi Merbah Ouargla, there is no relationship between the work environment and the creative behavior of professors.
3. Participation has no influence on the creative behavior of professors at the institution under study.
4. There is no correlation between compensation and academic creativity at the institution under study.
5. There is no relationship between supervision and faculty members' levels of creativity in the the institution under study.
6. The Working Group on Creative Behavior of Professors at the institution under study has had no effects.

Second central Hypothesis: The institution under study professors' creative behavior is unaffected by the combined effects of the quality of their work- life on a statistically significant level.

The Study Model:

Components of an excellent work-life and their impact on one another—work characteristics, work environment, participation, compensation, supervision, and working group—and the components of creative behavior—sensitivity to problems, originality, fluency, flexibility, and elaboration—is depicted in Figure (1) below.

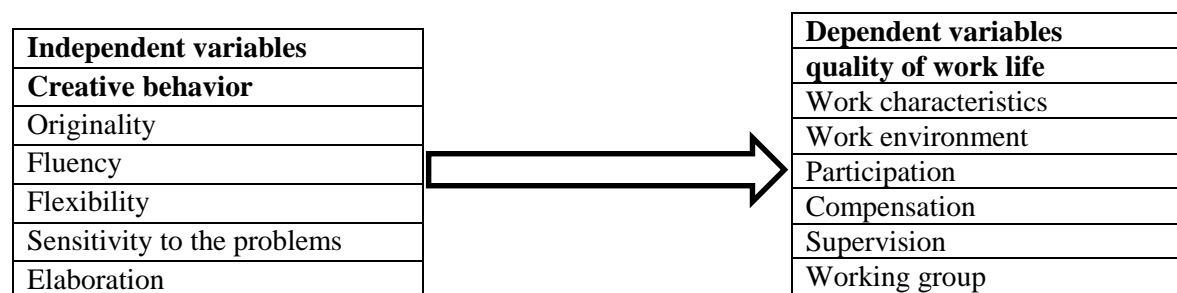


Figure 1. The Study Model

Source: Author's work based on (Adikoeswanto et al., 2020), Khamis & Al-Qaisi (2022) and (Kraft, 2005).

The Study Methodology

To provide a detailed account of something and explain what it means by expanding one's knowledge of the research problem and the surrounding conditions, the study used a technique known as descriptive analysis, which involves describing, analyzing, and comparing to conclude. This method also involves gathering data that helps to make the circumstances surrounding the research problem more apparent. To accomplish the study's goals, this strategy relies on defining and collecting information on the study population via the development of a questionnaire using research from Adikoeswanto et al. (2010), Khamis & Al-Qaisi (2012), and Kraft (2005).

Since it can be challenging to collect data using other methods, such as interviews and other tools, a questionnaire will be given, and the results will be entered into a computer for analysis.

The study population and its sample:

The College of Applied Sciences of the University of Kasdi Merbah Ouargla employs 179 teachers.. We selected a simple random sample of 110 professors from the 179 in the college under study and distributed questionnaires to each of them. Of the questionnaires distributed, 62 were retrieved, or (56 point 36 percent), and the remaining questionnaires, or (48), were not retrieved. e. (43 point 64 percent). It was a (00) questionnaire, equal to (00%), for the questionnaires that were not valid for analysis.

The Study Tool

To gather the study's data, the following sections of a questionnaire were used:

The respondent's necessary demographic data, including gender, age, academic rank, and number of teaching years, is provided in the first section. The second section illustrates various aspects of the standard of living at work. It contains six sub-dimensions (Work characteristics, Work environment, Participation, Compensation Supervision, and Working group) for measuring the quality of work-life. The formulation of these paragraphs was based on research by Adikoeswanto et al. in 2020 and Khamis & Al-Qaisi in 2022. The third section illustrates the element of creative behavior. This variable covers five aspects: sensitivity to the problems, originality, fluency, flexibility, and elaboration. At the institution under study, professors' work-life satisfaction and its effect on their ability to be creative were evaluated using the Likert Scale.

The standard that was approved in the study

The researchers computed the cell length in the Likert pentatonic scale to establish the criterion employed in the study. The numerical difference between the scale grades (5-1 = 4) was computed to accomplish this, the total width of the cell was determined by dividing the highest value on the scale by the result above, for example (4/5 = 0.80) was added to the scale's starting point, which is the correct value, the height of this cell was determined, and its dimensions are shown in Table 1. (Ozen et al., 2012).

Table 1. Shows the standard that was approved in the study

SMA	Degree of approval
From 1 - 1.80	Strongly Disagree
From 1.80 - 2.59	Not Agree
From 2.60 - 3.39	Neutral
From 3.40 - 4.19	Agree
From 4.20 – 5	Strongly Agree

Source: author's research.

The study outcomes were elucidated, and the researcher evaluated the response level through arithmetic average distribution at both the questionnaire and paragraph levels inside each respective field. The researcher also determined the degree of approval by the approved criterion of the study.

The assessment of the study's validity and reliability was conducted in the following manner:

A. Validity of Tool:

Ten evaluators at the University of Kasdi Merbah Ouargla with more experience in school administration, psychology, measurement, and evaluation reviewed and assessed the questionnaire to ensure its validity. They were asked to verify the language and suitability of the instrument to accomplish the goals of the study, additionally, it is essential to consider the suitability of the paragraphs (items) within each domain and the overall instrument (questionnaire). The necessary modifications were carried out with an agreement percentage (80%) in consideration of the opinions and recommendations of the evaluators, and the final draft contained (54) items.

B. Reliability of Tool:

The internal consistency of the questionnaire's paragraphs and the dimensions of all variables was assessed using Cronbach's Coefficient Alpha, which allowed for the determination of the reliability coefficient. The coefficient of overall scale stability was calculated to be 0.951, suggesting a substantial degree of stability. Furthermore, the alpha Cronbach coefficient was calculated for subscale of the instrument, as depicted in Table 2.

Table 2. The findings about the reliability assessment of the study tool are centered on the internal consistency of the questionnaire items

Variables and dimensions	Number of items	Cronbach's Alpha
Quality of work life	33	94.80%
Work characteristics	05	69.80%
Work environment	09	86.10%
Participation	05	91.40%
Compensation	05	81.80%
Supervision	05	93.50%
Working group	04	81.80%
Creative behavior	21	91.90%
Originality	04	87.20%
Fluency	05	82%
Flexibility	04	53.50%
Sensitivity to the problems	04	87.80%
Elaboration	04	66.50%
Overall tool	54	95.10%

Source: author's research based on SPSS 23 Program.

C. Methods of statistical analysis

To examine the research issues and evaluate the study hypothesis, the researchers employed descriptive and analytical statistical techniques provided by the Statistical Package for the Social Sciences (SPSS)..

1. The Cronbach's alpha coefficient is utilized to assess the internal consistency of the dimensions of each variable and the paragraphs within the questionnaire.
2. The researchers utilized a descriptive statistical scale to portray the attributes of the participants in the study. Percentages were employed to address the study inquiries, and the dimensions were organized in a decreasing manner.
3. To prevent Multicollinearity between the independent variables, use Variance Inflation Factors (VIF).
4. Realize the data has a normal distribution by looking at the skewness coefficient.
5. The first primary hypothesis was tested, the internal and structural validity of the study tool was evaluated, and the third study question was resolved using Spearman's correlation coefficient.
6. The fourth research question and the second central hypothesis were tested using stepwise regression analysis.

Results

1. Results about addressing the first question::

Before addressing study questions and testing the hypothesis, it is imperative to validate specific tests, namely the Variance Inflation Factor (VIF) and Skewness tests. The primary objective of these tests is to verify the absence of multicollinearity among the independent variables and to validate the adherence of the data about the research variables to a normal distribution. The outcomes of the two tests are shown in Table (03) below:

The findings are displayed in a table 3 as follows:

Table 3. The Normal Distribution of Data Depending on the Skewness Coefficient

No.	Quality of work life dimensions	Tolerance	VIF	Skewness Coefficient
01	Work characteristics	0.727	1.376	0.119-
02	Work environment	0.278	3.602	0.144-
03	Participation	0.291	3.438	0.547-
04	Compensation	0.721	1.387	0.262
05	Supervision	0.254	3.943	0.511-
06	Working group	0.319	3.130	0.181-

Source: author's research based on SPSS 23 Program.

A. The independent variables do not exhibit Multicollinearity. The values of the (VIF) test standard calculated for aspects of work-life quality, five might be considered supporting evidence when the values are below the crucial importance.

B. Data on the dimensions of work-life quality are distributed normally.

The estimated values of the Skewness Coefficient for the dimensions of organizational justice, all of which are less than 1, support this assertion.

Based on the findings above and subsequent confirmation of the lack of multicollinearity among the independent variables, as well as the conformity of the data about the research variable to a normal distribution, the research inquiries will now be examined. The hypothesis about the measuring of impact will be examined through the utilization of the stepwise linear regression technique in the following manner:

C. The findings of the first question are presented as follows:

How well do the professors at the institution under study like their work lives?

The response to the first question is as follows. The order, mean, and standard deviation variables were employed to assess the degree of approval in the reaction to provide an answer. The findings are presented in Table 4.

Table 4. Means and standard deviations of respondents' responses to the quality of work-life dimensions

No	Quality of work life dimensions	Means	Standard deviation	Ranks	Degree of approval
01	Work characteristics	3.95	0.75	01	Agree
02	Work environment	3.40	0.92	04	Agree
03	Participation	3.46	0.94	03	Agree
04	Compensation	2.85	1.04	06	Neutral
05	Supervision	3.34	1.08	05	Neutral
06	Working group	3.53	1.00	02	Agree
07	Quality of work life	3.42	0.96	-	Agree

Source: author's research based on SPSS 23 Program.

The following conclusions can be drawn from Table 04:

Firstly, the mathematical average for the initial dimension, namely "work characteristics," is calculated to be 3.95, corresponding to a total score of 5. The data indicates a noteworthy agreement among the participants on this aspect.

The researcher credits this to the University of Kasdi Merbah Ouargla professors' keenness to assess the degree to which the following characteristics are present: diversity of skills, task identification, the importance of work, independence, participation in decisions, and feedback.

- The sample members are Degree Neutral on the fourth dimension, "Compensation," with a mean of 2.85.

Based on prevailing social norms, workloads, and job comparability, the researcher posits that the discontent among faculty members at the institution under study stems from their dissatisfaction with their remuneration for their cognitive and physical efforts. Generally speaking, the quality of the work-life scale has an arithmetic mean of 3.42, which indicates that the sample's participants have a high level of agreement regarding the scale's dimensions.

According to the researchers, this results from the faculty paying varying attention to the six dimensions. The low level after supervision, where, as we noted, some of the delegations were misplaced, indicates the effort to highlight some professors at the expense of others while working to encourage professors to provide a higher level consistently. It paid attention to fair incentives to cover this so that the typical employee would not notice the difference.

These findings aligned with research from studies like Alaeimaa and Alsharkisiu (2017), which found that Al Asmariya Islamic University employees generally had a high work-life quality.

2. The findings about addressing the second question:

The following are the outcomes of answering the second question: The researcher used averages and standard deviations by the following tables to answer the study's second question, "What level of creative behavior application do the sample members think exists?"

The following can be inferred from Table 5:

Table 5. Means and standard deviations of respondents' responses to the Creative behavior dimensions

No	Creative behavior dimensions	Means	Standard deviation	Ranks	Degree of approval
01	Originality	3.76	0.83	02	Agree
02	Fluency	3.97	0.64	01	Agree
03	Flexibility	3.56	0.78	04	Agree
04	Sensitivity to the problems	3.19	0.96	05	Neutral
05	Elaboration	3.70	0.98	03	Agree
06	Creative behavior	3.64	0.84	-	Agree

Source: author's research based on SPSS 23 Program.

- The dimension of "fluency" exhibits a mean value of 3.97 (on a total score of 5), suggesting a significant level of consensus among the participants in the sample. The phenomenon described can be attributed to the lecturers at the University of Kasdi Merbah Ouargla, who are inclined to offer many responses to identical material within a limited timeframe.

- The sample members' degree of neutrality on the fourth dimension, "Sensitivity to the Problems," is 3.19, indicating that it is. The researcher explains this by noting that professors need help identifying issues and when something needs to change or new tools or techniques are needed.

The creative behavior scale has an arithmetic mean of 3.64, which indicates that the sample participants generally agree on the scale's dimensions.

3. Testing the main and supporting hypotheses of the study:

3.1- Spearman's correlation coefficient was applied to respond to the study's third question and test both the central hypothesis and the supporting sub-hypotheses.

The information in Table 6 displays the findings of Spearman's correlation coefficient, which was used to assess the relationship between the study's variables.

The results were as follows: The correlation coefficient is equal, as demonstrated by the previous Table. and the probability value (Sig.= 0,0002) and is below the 0.05 level of significance.

This shows that work-life quality and creative behavior are correlated among professors at the institution under study.

Based on the data shown in the preceding table, it is evident that there is a correlation between the quality of work-life and creative activity., supporting the hypothesis's validity.

According to the researcher, this results from faculty members at the institution under study realize the importance of fostering a high quality of work life to develop creative behavior.

These results aligned with some studies, such as Adah et al.'s (2018) study, which found that raising employee welfare will significantly impact their ability to innovate.

According to Kumar's research from 2019, employee creativity is positively impacted by staff members' quality of work life.

The quality of work life and creativite behavior among employees of the Ministry of Awqaf and Religious Affairs are positively correlated statistically at the significance level (0.05). Guermiti and Ben Ahmed's study found a correlation has been discovered between the quality of an occupation and its elements in promoting innovative work behavior within a research institution. Djelfa, Khamis, and Al-Qaisi's study in 2022 also found that there is a relationship between the quality of the career and its dimensions in fostering creative behavior in the human resources of Algeria Telecommunications.

As a result, we reject the null hypothesis and accept the alternative hypothesis, which is as follows: It was also demonstrated by the results presented in Table 6 that there is a correlation between the quality of work life and its dimensions and creative behavior, with this relationship estimated at 38.7 percent.

The institution under study professors' creative behavior correlates with the quality of work life in all dimensions (work characteristics, work environment, participation, compensation, supervision, and working group).

Table 6. Correlations

Spearman's rho								
QWL	Participation	Supervision	Working group	Compensation	Work characteristics	Work environment	QWL	
0.387	0.466	0.402	0.309	-0.062	0.505	0.307	Correlation coefficient	CR
0.002	0.000	0.001	0.015	0.630	0.000	0.015	Sig	
62	62	62	62	62	62	62	N	

Source: author's research based on SPSS 23 Program.

3.2-To test the second main hypothesis:

Stepwise linear regression analysis was employed to determine the effect of the independent variable on the dependent variable in order to test the second central hypothesis, which claims that: The Faculty of Applied Sciences of the University of Kasdi Merbah Ouargla professors creative behavior is unaffected by the combined effects of the quality of their work life on a statistically significant level.

From the data shown in Table 7, it is clear that:

Table 7. Variables Entered/Removeda

Model	Variables Entered	Variables Removed	Method
1	<i>Work characteristics</i>	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
2	<i>Participation</i>	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).

a. Dependent Variable: creative behavior

Source: author's research based on SPSS 23 Program.

Table 8. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.540 ^a	.292	.280	.44792
2	.591 ^b	.350	.327	.43285

a. Predictors: (Constant), work characteristics
 b. Predictors: (Constant), work characteristics, participation

Table 9. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	<i>(Constant)</i>	1.467	.440		3.338	.001
	<i>work characteristics</i>	.548	.110	.540	4.970	.000
2	<i>(Constant)</i>	1.359	.427		3.179	.002
	<i>work characteristics</i>	.421	.120	.415	3.503	.001
	<i>participation</i>	.177	.077	.271	2.292	.026

a. Dependent Variable: creative behavior

Source: author's research based on SPSS 23 Program.

- The final regression model, which employs the linear gradual regression method, demonstrates that the independent variables—work characteristics and participation—have a significant and statistically significant impact on creative behavior as a dependent variable.
- The stepwise linear regression method excluded the independent variables represented by the work environment, supervision, compensation, and workgroup.
- The analysis's findings revealed that the coefficient of determination equals (0,35), which means that other factors cause 65 percent of changes in creative behavior. Only 35% are caused by the influence of independent variables.
- The analysis's findings revealed that the following describes the regression equation:

$$Y=1.359+0.421x_1+0.177x_2$$

Y: dependent variable (creative behavior)

x₁: independent variable (work characteristics).

x₂: the independent variable (participation).

Consequently, the null hypothesis is rejected in favor of the alternative theory, which posits: The analysis results showed that the value of $t = 2.292$ and that the calculated level of significance is less than the level of significance adopted in the study, which indicates that there is a statistically significant impact between independent variables combined on the dependent variable.

The institution under study professors' creative behavior is unaffected by the combined effects of the quality of their work life on a statistically significant level.

Conclusion

1. The means' findings indicate that the institution under study had (high). Perceived levels and elements of work-life quality (work characteristics, work environment, participation, compensation supervision, and working group). This is explained by the following.

- Aside from a few specific interests, faculty does not rely on the working group and is more concerned with the task's completion than its author. The six dimensions each hold a different amount of interest for faculty. We noticed that some delegations of authority were out of place, and to make up for that, it focused on fair incentives so that the average employee would not notice the difference.
- As a result, the respondents preferred the average case. It works to encourage professors to provide a better level each time and tries hard to highlight some professors at the expense of others.

2. The outcomes of the mathematical methods demonstrate that in the institution under study, the professors' perception of creative behavior concepts and their dimensions (sensitivity to the problems, originality, fluency, flexibility, and elaboration) was on par with the average. This can be attributed to the following.

- The inability of professors to change their behavior quickly in response to new situations and developments.
- Their inability to recognize the issues, spot the holes, flaws, and weaknesses, and clearly define them.

3. The institution under study professor's creative behavior correlates with the quality of work life in all dimensions (work characteristics, work environment, participation, compensation, supervision, and working group).

4. The institution under study professors' creative behavior is impacted by a combination of work-life quality dimensions.

Recommendations

1. By developing and articulating the faculty's objectives and visions, the faculty should work to increase the sense of belonging among its faculty members. More chances for them to demonstrate their skills and creativity should also be given so they can use them to further the college's objectives.

2. Professors are advised to pay attention to having an accurate vision to find problems and confront emergencies related to work before they occur, as well as to employ advanced techniques that were not previously used.

3. He suggested that the (institution under study) pay more attention to the quality of work life by paying attention to the work environment by providing a healthy, safe work environment (security equipment and protection from occupational hazards in the workplace), and comfortable at work from Where (cleanliness, lighting, humidity, ventilation, housing). (as well as office and logistical equipment, laboratories, and technical and scientific equipment required to finish and stimulate research work.

4. The Faculty of Applied Sciences of the University of Kasdi Merbah Ouargla advises that training sessions and awareness campaigns be held to raise awareness of the system of salaries, wages, rewards, and employees' obligations to their jobs.

In the case of our study, there were certain limitations concerning resources and time shortages that restricted us from collecting data on a larger scale and generalizing their results. However, we are opening up doors for many researchers to utilize our approach in future studies.

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