

RESEARCH ARTICLE

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Professional pressure and its relationship to motivation of achievement A field school on the midwives of the hospital specialized in Obstetrics and Gynecology Slimane Slimane- Msila, Algeria

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Abstract:

This study aims at investigating the nature of the relationship between the professional pressure and achievement motivation of the obstetricians of the hospital of childbirth Slimane Emirate in Msila, by answering the following questions: Is there a relationship between the professional pressure and achievement motivation of the midwives of the mother hospital Slimane Emirate t?

What is the level of occupational stress among the midwives of the mother hospital, Slimane Emirate?

What is the level of achievement motivation in the midwives of the mother hospital, Slimane Emirate?

In order to identify the objects of this study, it was based on the measurements of professional pressure and identification motivation and their application to a sample of (40) midwives, using the descriptive descriptive approach. The study included that there is a relationship between professional pressure and achievement motivation. Professional level in the selected sample is high, and the achievement motivation level is average.

Keywords: professional pressure, achievement motivation, midwife

Introduction:

Occupational stress is among the topics that have received the attention of scientists and researchers in the field of psychology and

sociology due to its negative impact on the performance of the worker and the institution in which he works.

And consider Lazarus et Folkman Occupational pressures occur when work demands are difficult and exhausting and exceed the sources of compatibility for the individual, meaning that they arise from an imbalance between work demands and the worker's ability to respond to them, and that psychological burnout represents the final stage in the individual's inability to adapt to work demands, and that this burnout appears in several Various physicals, emotional, motivational and behavioral symptoms

(Lazarus et Folkman p201 1984) Therefore, it has become necessary to hold seminars, research and studies on this topic, in order to investigate its sources and causes and reach mechanisms to mitigate it.

1. The problem of the study :

Midwives in the Slimane Emirate Maternity Hospital in M'sila suffer from many types of pressures, which may be the result of several reasons, some of which are due to organizational sources and the nature of the work, such as excessive work that makes the midwife unable to perform her work well, or it may be due to the ambiguity of the role, its conflict and poor relationships in it, and the sources of pressures may be due to the personality of the midwife. All of these reasons lead to a decline in their performance . In a study by Nawi and Sahed on professional pressure and its relationship to achievement

motivation among secondary school teachers in Bordj Bou Arreridj, which aimed to identify the levels of professional pressure and achievement motivation among teachers, as well as to know the relationship between the two variables and its nature, the study concluded that there is a correlation between professional pressure and achievement motivation among the study sample. In another study by Gourari, it was concluded that there was a high level of professional pressure among public health doctors, a high level of professional pressure among the study sample, and a low level of achievement motivation among public health doctors. The study also concluded that there was an inverse relationship between achievement motivation and professional pressure among the study sample. (Gourari, 2014: 188). Believing in the impact of professional pressure on employee performance, this study investigated the relationship between achievement motivation and professional pressure among midwives by answering the following questions:

The main question:

- Is there a relationship between professional pressure and achievement motivation among midwives at Slimane Amirate Hospital?

Sub-questions:

- What is the level of occupational stress among the study sample?
- What is the level of achievement motivation of the study sample?

2. Study hypotheses:

To answer the study's questions, we propose provisional hypotheses whose validity we verify on the field side.

Main hypothesis:

- There is a relationship between professional pressure and achievement motivation among midwives at Slimane Amirate Hospital.

Sub-hypotheses:

- The level of occupational stress among the study sample is high.
- The level of achievement motivation among the study sample is average.

3. Study objectives:

This study aims, through its variables, to:

- Knowing the relationship between professional pressure and achievement motivation among midwives at Slimane Amirate Hospital in M'Sila
- Knowing the level of professional pressure among midwives at Slimane Amirate Hospital in M'Sila.
- Knowing the level of achievement motivation of the midwives of the Slimane Amirate Hospital in M'sila.

4. The importance of the study:

This study derives its importance from the importance of the selected sample, which is the midwife, given the functional role she plays in preserving the family and society. This study also gains its importance by helping decision-makers and makers in the health sector to develop plans to reduce the professional pressures that the midwife faces in her professional path. This study also takes its importance in enriching the scientific heritage in the field of professional pressures.

5. Define concepts:

Before we address some aspects of the subject of the study, it is necessary to define the concepts that we see as serving the subject directly. Defining the concepts will help us determine the course of the study because clarity of concept is one of the clarity of goal. We will seek to control some of the central concepts, which are: professional pressure, achievement motivation, midwife.

5.1. Definition of occupational stress technically:

The concept of professional pressure: in the definition of Kelly 1994-p95) "It is a subjective experience that the individual perceives as a result of factors or causes related to the environment in which he works, including the organization, as these factors result in physical, psychological, or behavioral effects or consequences on the individual and in turn affect his performance at work".

While Taha Faraj. Abdel Azim believes that professional pressure expresses all types of emotional behavior that indicate reaching a state of physical and psychological stress as an expression of incompatibility with the requirements of work and task completion situations at the level to which the individual is accustomed due to the large number, multiplicity and accumulation of burdens and tasks. (Abdel azim, 2006: p105).

In the same context, Nabil Mohamed Hassan sees "2002 Professional pressures" It is a condition that affects the individual as a result of his incompatibility with the work environment due to his exposure to subjective and environmental stimuli that exceed his adaptive capacity, resulting in a group of negative effects that affect the psychological, physiological and behavioral state".

In another definition, it is the worker's feeling of inability or difficulty in performing the tasks of the job assigned to him, and facing this situation results in a state of tension. (Mohamed Hassan, 1993: p19)

5.2. Procedurally defining occupational stress:

It is the sum of the scores obtained by the midwife on the occupational stress scale used in the current study.

5.3. Definition of achievement motivation terminologically:

It is the pursuit of reaching a level of excellence and distinction. (Al-Farmawi, 1990)

Both McClelland and Atkinson see 1951.1958 That the motivation for achievement is "A relatively constant personality predisposition that determines the extent to which an individual strives to achieve or achieve success that results in a kind of satisfaction in situations that involve evaluating performance in light of a specific level of excellence". (Al-Khalidi, 2008)

The motivation for achievement is the desire to do good work and succeed in it. This desire is characterized by ambition and enjoyment in competitive situations and the unbridled desire to work independently, and to face problems and solve them. Detail tasks that involve medium risk instead of tasks that do

not involve low risk or very high risk. (Ghobari, 2008 :49)

While Abdel Qader Taha believes that the motivation for achievement refers to the individual's desire and inclination to accomplish the work, tasks and duties entrusted to him at the best level and highest possible level, so that it is permissible to please his superiors and servants, thus opening up ways for him to increase income, and facilitating ways of entertainment and progress towards what some workers and employees have. (Faraj 2009 :p 352).

In another definition, it is the desire to perform well and succeed in a competitive situation according to certain standards of excellence. (Hitama el Eid, and Amour Rabeehah, 2021. S97).

5.4. Procedurally defining achievement motivation:

It is the sum of the grades obtained by the midwife on the achievement motivation scale used in the current study.

5.5. Definition of midwife terminologically:

This specialty and has obtained the necessary qualifications to be recognized or given a licensed certificate for the status of midwife, and must be able to supervise and provide care and advice to pregnant women, during and after childbirth to assist them during according to the definition of the World Health Organization, a midwife is a person who has followed a recognized training program in her country, and has successfully excelled in the study of childbirth. Its responsibilities include providing care for newborns and infants. This care includes preventive measures, diagnosing abnormal conditions in the mother and child, resorting to medical assistance when necessary, and implementing emergency measures in the absence of a doctor. It plays an important role in health education not only for patients but for the entire family and preparing for the role of fatherhood. It should be understood with some gynecological circles Family planning, organization and care you provide to the child.

5.6. Procedurally defining the midwife:

She is every nurse at Slimane Amirate Hospital in M'Sila. Her mission is to deliver pregnant women and monitor their pregnancy.

6. Previous studies :

First study: Researcher's name: Azem Suhaila

Search title: Sources of professional pressure among nurses: a field study in some hospitals in Algiers.

Research year: 2008/2009

Research questions: Do nurses suffer from high occupational pressure? What are its sources? Is stress affected by personal and organizational factors?

Research hypotheses: Emergency department nurses suffer from high professional pressure.

The following organizational sources cause stress for nurses: : Work itself, administrative role, personal relationships, professional history and achievement, atmosphere and organizational structure,

The following personal sources lead to stress among nurses, as there is a statistically significant inverse correlation between self-esteem and professional stress.

There is a statistically significant positive correlation between control center and occupational stress. (Azem, 2009:p03)

Study sample: The study sample is: 160 nurse .

Research objectives: The study aimed to reveal the degree of prevalence of high occupational stress among nurses, identify the sources of this stress, and determine the effect of stress on personal and organizational factors.

Study results: The study revealed that nurses suffer from high occupational pressure. This group also suffers from various sources of occupational stress, but their impact varies from one source to another.

One of the six sources has a score above and outside the expected scores, which is the

work itself. The remaining five sources average within the expected score area with significant differences between them.

The feeling of pressure is not only affected by organizational factors, but personal factors also play a role in this.

It also showed a statistically significant inverse correlation between occupational stress and self-esteem.

The results of the control center show that most nurses are distinguished by an external control center. (Azem, 2009 : 14).

Second study: Researcher's name: Othman Maryam

Search title: Professional pressures and their relationship to achievement motivation among civil protection agents - a field study on civil protection agents in the main unit in Biskra .

Research year: 2009/2010

Research questions: What is the nature of the relationship between professional pressures and achievement motivation among civil protection agents in the main civil protection unit in Biskra?

Research hypotheses: General hypothesis

Professional pressures are related to achievement motivation among civil protection agents.

First partial hypothesis: The less professional pressure, the greater the motivation for success.

Second partial hypothesis: The greater the professional pressure, the greater the motivation to avoid failure.

General null hypothesis: Demographic variables do not affect the level of occupational stress

First partial null hypothesis: The age variable does not affect the level of occupational stress.

Second null hypothesis: The variable of years of experience does not affect the level of occupational stress.

Study sample: The study sample is: 100 A civil protection agent in Biskra .

Research objectives: The study aimed to identify the level of professional stress among civil protection agents in the main unit in Biskra.

Identifying the level of achievement motivation among civil protection agents in the main unit in Biskra.

Identifying the relationship between professional pressure and achievement motivation.

Identify the extent to which the age and years of experience variables affect the level of professional stress.

Study results: The results of the study revealed a negative correlation between professional stress and the motivation to succeed.

There is a negative correlation between professional pressure and the motivation to avoid failure, and professional pressure is not affected by both age and years of experience . (Othman,2009 :p148).

Third study: Researcher's name: Nabil Bahri, Ali Fares

Search title: Professional pressure and its relationship to social support among working women at the university.

Research year: *Article published in the third issue from Jill Journal of Humanities and Social Sciences p 91.*

Research questions: This study asked the following questions::

Is there a correlation between professional pressure and social support among women working at university?

Are there differences in the level of occupational stress among working women depending on the marital status variable?

Are there differences in the level of occupational stress among working women depending on the variable of the nature of work?

Are there differences in the level of occupational stress among working women depending on the seniority variable?

Research hypotheses:

There is a correlation between professional pressure and social support among women working at university.

There are differences in the level of occupational stress among working women depending on the marital status variable.

There are differences in the level of occupational stress among working women depending on the variable of the nature of the work.

There are differences in the level of occupational stress among working women depending on the seniority variable .

Study sample: The study sample is:127 A married and single woman working at the university .

Research objectives: The study aimed to reveal the nature of the relationship between professional pressure and social support among women working at the university.

Revealing the nature of differences in the level of occupational stress among working women according to the marital status variable.

Verifying the nature of the differences in the level of occupational stress among working women according to the variable of the nature of work.

Revealing the nature of differences in the level of professional pressure among working women according to the seniority variable.

Study results : The study yielded the following results::

There is a negative correlation between professional pressure and social support among women working at the university.

There are differences in the level of occupational stress among working women depending on the marital status variable.

There are differences in the level of occupational stress among working women according to the seniority variable.(Nabil, Ali, 2014: 93).

Fourth study: Researcher's name Garbi Sabrina

Search title: How effective is a cognitive-behavioral training program in alleviating worker suffering, sources of professional stress among female workers in the health sector as an example.

Research questions: This study asked the following questions::

What are the nurse's requirements for knowledge and skills to cope with professional pressures?

What are the solutions and proposals to address these difficulties?

How effective is a cognitive-behavioral training program in alleviating psychological stress in nurses?

Research hypotheses:

There are no statistically significant differences between the experimental and control groups in the pre-scale, with regard to the psychological stress scale.

There are statistically significant differences between the experimental and control groups in the dimensional scale, with regard to the psychological stress scale.

There are statistically significant differences in the pre- and post-measurements of the experimental group with regard to the measure of psychological stress.

There are statistically significant differences in the pre- – post-control group measurements regarding the psychological stress scale.

Study sample: The study sample is: 36 Nurse

Research objectives: The study aimed to know the levels of occupational stress among

the study sample and to know the type of disorders that stress causes to the nurse's health.

Study results: The study yielded the following results:

There were no statistically significant differences between the scores of the two groups on the psychological stress scale.

There were statistically significant differences between the experimental and control groups on three components: Task characteristics, working conditions, relationships, patient companions.

There are no statistically significant differences in : Organization, confrontation with a workhouse .

There were statistically significant differences in the group between the pre- and post-standards on the psychological stress scale .

Fifth study : Researcher's name: Kouider ben Ahmed, Khayra Habi

Search title: Occupational stress among health sector workers in Tiaret province

Research year: 2016

Research questions: This study asked the following questions::

What is the level of occupational stress among health sector workers in Tiaret Province?

Are there differences in the level of occupational stress attributable to the gender variable?

Are there differences in the level of professional stress attributable to the specialization variable?

Are there differences in the level of professional stress attributable to the variable of professional seniority?

Study sample: The sample consisted of: 36 General practitioner and 48 Psychologist and 52 Nurse.

Research objectives : The study aimed to know the levels of occupational stress among the study sample and to know the differences

in the level of occupational stress according to the following variables: : Gender, specialty, professional seniority.

Study results :The study yielded the following results:

Having a low level of 69.18% The study also found that there were no statistically significant differences in the level of occupational stress attributed to the variable of gender, specialization, and professional seniority.

Comment on previous studies:

It becomes clear to us through the presentation of these studies that they dealt with important topics in the psychological heritage, namely:: Professional pressure and achievement motivation.

Aspects of benefit of the current study from reading previous studies: By reviewing some relevant studies, we have benefited from the following points::

- Define the study problem clearly and precisely.
- Control study concepts well.
- Building a vision of the importance of the study from a theoretical and applied field perspective.
- Helping previous studies formulate hypotheses, among the study sample.
- It also helps interpret the results in light of previous studies.

7 - Study methodology:

In an effort to achieve the research objectives, we used the descriptive approach in the field aspect, as it is defined as an accurate and detailed description of a specific phenomenon or topic in a qualitative or quantitative digital form. The qualitative expression describes the phenomenon and explains its characteristics, while the quantitative expression gives us a numerical description that explains the amount or size of this phenomenon and the degree of its connection with various other phenomena.

This approach may be limited to an existing situation in a specific period of time or a development that includes time periods. The descriptive approach is defined as: "A method of describing, analyzing, explaining, and interpreting in a scientific, social descriptive, or social or demographic problem form "

8- Study limits

By field study boundaries we mean the scope in which the research is conducted, which is usually divided into human, spatial, temporal and objective boundaries.

- Human limits: The study was limited to a sample of midwives at Sliman Amirate Hospital in M'Sila .

- Spatial boundaries: The study was conducted in the city of M'Sila.

- Time limits: The study was conducted in December 2017.

Objective limits: The subject of the study is determined by the treatment of a variable (Professional pressure) and achievement motivation.

9. Study sample: The field study was conducted on 40 A midwife at the Sliman Amirate Hospital in M'Sila, in the city of M'Sila, and they were chosen intentionally.

10 .Study tools

The nature of the research problem and its hypotheses require the researcher to choose tools that are consistent with the nature of the topic to help him in his research. This is because the scientific value of any research is measured by the results he reaches, which in turn depend on the method used in the research as well as on the tools that are among the most important techniques used to collect data from the research field and neighborhood, which differ according to the research.

- .Sources for collecting theoretical scientific material: Preparations were made to collect data and information related to the theoretical aspect from the

following sources::Books, magazines, letters.

- Sources for collecting field scientific material: On the field side, the Krasak occupational pressure gauge was used Karasek.1981) And the scale of achievement motivation.

Krasak's professional pressure consisting of 26 A paragraph that measures the level of professional pressure. The scale consists of three dimensions: :

Dimension 1 Psychological demand includes: 09 Items are:: 18.17.16.15.14.13.12.11.10.

Dimension 2 Decision making: Number of items 09 And she : 8.1.9.3.7.5.2.6.4.

Dimension 3 Social support: And includes 08 Items are:: 26.25.24.23.22.21.20.19.

Scale correction: The scale is corrected as follows:: Weak occupational pressure in the case of more than 20 At the level of psychological demand, and more than 71 At the decision-making level. And less than 24 At the level of social support

It is corrected in reverse in case of high professional pressure. (Kouider ben Ahmed, Khayra Habi, 2016 :85)

This measure is answered within four options, ranging as follows: I do not agree at all, I do not agree, I agree, I strongly agree .The items are corrected in a value gradient 1 to 4.

Table No (01)Shows the correlation coefficients between each paragraph of the scale and the total rate of its paragraphs.

	The number	Paragraph	Correlation coefficient	Statistical significance
		My work requires me to learn new things	0,728**	Dal
		My work requires a high level of qualification	0,717**	Dal
		I have to be creative in my work	0,845**	Dal
		My job is to do the same things	0,808**	Dal
		At work I have the opportunity to do several different things	0,578*	Dal
		My work allows me to develop my personal skills	0,558*	Dal

Achievement Motivation Scale: Lqorari Hanan, which consists of 25 an item that measures the level of achievement motivation. The scale consists of five axes: The first axis: Achievement behavior, second axis: Perseverance in making an effort, the third axis: Job turnout, fourth axis: Stress at work, fifth axis:El Tamy. Each axis has five questions that express each axis, and the scale consists of: 05 Axes and 25 A question that study cases answer according to three alternatives: Always, sometimes, rarely. According to what matches it, by placing a mark × Always 03 sometimes 02Never 01. From 75 -51 High, 50-26 Average, without 25 Low.

11- Psychometric properties of the two measures in the current study:

11.1: Occupational stress scale honesty:

Honesty means being: The selection is able to measure what it was designed to measure, i.e. the test items are closely related to the characteristic they measure, and the test is able to distinguish between strong performance and weak performance among the sample members". (Bashir Mamreya,2007.p 131).

• Honesty of internal consistency:

Validity of the internal consistency of the scale paragraphs: The internal consistency of the scale statements was calculated on the survey sample 30 Nurse at Sliman Amirate Maternity Hospital, by calculating the correlation coefficient between each statement and the total score of the scale.

	My job allows me to make decisions on my own	0,778**	Dal
	I have the freedom to decide how to do my job	0,708**	Dal
	I have a fair ability to influence the way things work in my work environment	0,862**	Dal
	My work requires walking at a very high speed	0,771**	Dal
	My work requires acting more rationally	0,691**	Dal
	We do not ask why we increase the quantity at work	0,808**	Dal
	I have enough time to do my job	0,848**	Dal
	I do not get conflicting requests from others	0,558*	Dal
	My job requires me to concentrate intensely for long periods	0,798**	Dal
	I often stop my work before I finish it and have to return to it later.	0,428*	Dal
	Sometimes my work is eventful	0,668**	Dal
	I am often slow to do my job because I wait for others to finish their work	0,499*	Dal
	The person in charge at work cares about the comfort of the workers under his supervision	0,650**	Dal
	The official pays attention to what I say	0,435*	Dal
	Inappropriate view of a trend official	0,728**	Dal
	Officials facilitate the achievement of work	0,448*	Dal
	Successful leaders in getting people to work together	0,520*	Dal
	The people I work with are qualified for the tasks they perform	0,390*	Dal
	The people I work with are interested in me personally	0,728**	Dal
	The people I work with have hostile attitudes towards me	0,808**	Dal

* Dal at the level of significance 0,05

** Dal at the level of significance 0,01

value r Tabular: 0.456At the level of significance 0.01 degree of freedom 29// value tabular : 0.335At the level of significance 0.05 degree of freedom 29.

By reading Table No (01) we find that the correlation coefficients between each paragraph of the scale and the total rate of its paragraphs are statistically significant, where the value of r Calculated is greater than the value r Tabular, hence the paragraphs of the scale are considered honest and consistent internally, as they were developed to measure it.

The number	Paragraph	Correlation coefficient	Statistical significance
	Axis 1: Achievement Behavior	0,812**	0,000
01	I feel that my work lacks order	0,856**	0,000
02	I postpone today's work until tomorrow	0,849**	0,000
03	I like to complete my work quickly	0,885**	0,000
04	I back down from accomplishing what I did	0,652**	0,000
05	I rarely succeed in my daily accomplishments	0,878**	0,000
	The second axis: perseverance in making an effort	0,725**	0,000
06	I don't try to handle the difficult cases I encounter	0,414**	0,005
07	I refer patients to other doctors and general practitioners	0,544**	0,000
08	I find it difficult to continue working after failure	0,735**	0,000
09	I am confused by new situations I encounter at work	0,669**	0,000
10.	I find it difficult to improve my performance	0,695**	0,000
	The third axis: demand for work	0,773**	0,000

11.	I find it difficult to get up early to work	0.712**	0,000
12.	I find it difficult when working	0.698**	0,000
13.	I fear difficult situations that I encounter	0.707**	0,000
14.	I find it difficult to concentrate at work	0.634**	0,000
15.	I fear making mistakes when I complete my work	0.740**	0,000
	Fourth axis: Stress at work	0.745**	0,000
16.	From difficult to entertaining while working	0.714**	0,000
17.	I have problems at work that make me nervous	0.716**	0,000
18.	I don't accept my colleagues' advice	0.767**	0,000
19.	The competition between me and my colleagues makes me nervous	0.716**	0,000
20.	I do not consult my colleagues in difficult situations that I encounter	0.748**	0,000
	Fifth axis: Ambition	0.680**	0,000
21.	I don't like training in a particular specialty	0.659**	0,000
22.	I don't want an important professional situation	0.432**	0,000
23.	I have no other professional projects	0.795**	0,001
24.	I have no desire to obtain an academic degree that would qualify me to reach an important professional position.	0.729**	0,000
25.	I have an unclear picture of my future	0.615**	0,000

11.02 Stability of the occupational pressure gauge

- **Scale stability:**

Scale stability means that it gives the same result if the scale is redistributed more than once, under the same conditions and terms. In other words, scale stability means that the results of the scale are stable, and do not change significantly, if they are redistributed among the sample members, several times, during certain time periods. That is: " Accuracy and consistency of the scale, meaning that the same individual obtains the same or close to the same score on the same test when applied more than once". (Raja Mahmoud Abu Allam, 2004.p429).

The stability of the study questionnaire was verified by Cronbach's alpha coefficient and Table No (02) The Cronbach's alpha coefficient represents the stability of the scale

Table No (02) : Shows the value of the alpha-Krombach coefficient Cronbach's Alpha

	Alfa Cronbach coefficient Cronbach's Alpha	Number of paragraphs
The scale	0,845	24

By reading table number (02) We find that the stability coefficient of Krombach's alpha is greater than the minimum (0.6) In the scale, which indicates the stability of the study tool

11.03 : Validity of the Achievement Motivation Scale:

- **Honesty of internal consistency :**

Validity of the internal consistency of the scale paragraphs: The internal consistency of the scale statements was calculated on the survey sample 30 Nurse at Sliman Amirate Maternity Hospital, by calculating the correlation coefficient between each statement and the total score of the scale.

Table No (03) Shows the correlation coefficients between each paragraph of the scale and the total rate of its paragraphs

.Discriminatory honesty: The two researchers conducted a peripheral comparison between high and low achievement motivation (N=30) Nurse, by calculating the critical percentage for higher grades 27% And lower grades 27% Where the critical percentage value reached (12.66) This value indicates that the difference between the two groups is statistically significant at the significance level (0.01) Which indicates the ability of the scale to distinguish between high and low achievement motivation.

11.04 Stability of the achievement motivation scale:

We estimated the stability value of the scale in two ways: the first: By half-

Table No (04): Constructs the correlation coefficient between occupational stress and achievement motivation

Study variables	Professional pressure
Achievement motivation	R = -0.24
Sample	N =40
Level of significance	0.05

Source: Depending on the program outputs SPSS.V 23

By reading the table above, we find that there is a negative correlation between professional pressure and achievement motivation among the study sample, meaning that the greater the professional pressure, the lower the achievement motivation, and vice versa.

12. 2. Results of the first sub hypothesis and their interpretation

The first sub-hypothesis states that: The level of professional pressure among midwives is high.

fragmentation on a sample of its consistency 30 Nurse where the stability value reached (0.87) It is a high value and the second method is using Cronbach's alpha coefficient so that the index reaches its value (0.87) It is also a high value, which shows that the scale has a high degree of stability and thus reassures about its use.

From this we conclude that the study tools we have prepared to address the problem at hand are characterized by their accuracy

And stability and they are ready to be applied to the study sample.

12 . Study results and interpretation:

12. 1 . Results of the main hypothesis and their interpretation

The main hypothesis states that: There is a relationship between occupational stress and achievement motivation among midwives. To verify the validity of this hypothesis, the two researchers calculated the Pearson correlation coefficient between professional stress and achievement motivation, and the following table shows this:

To test the hypothesis: We try to find out the degree of the sample members' answers to the items on the occupational stress scale, using the arithmetic mean and standard deviation.

Range to determine class length: $(4-1)/4 = 0.75$ we get the following fields:

Arithmetic mean field	from 01 to 1.75	from 1.76 to 2.50	from 2.51 to 3.25	from 3.26 To 04
Professional pressure level	Low	Average	High	too high

Table (05): Shows the level of occupational stress among the sample members

Variables	Arithmetic mean	Standard deviation	Average within the field	Relative weight%	The result
Professional pressure level	2.8112	0.18136	from 2.51 to 3.25	70.28	High

4 Highest grade ----- 100 % $S = 70.28\%$

Source: Depending on the program outputs SPSS.V

12.3. Results of the second subhypothesis and their interpretation

The second sub-hypothesis states that: Midwives' level of achievement motivation is average.

To test the hypothesis: We try to find out the degree of the sample members' answers to the items on the achievement motivation scale, using the arithmetic mean and standard deviation.

Range to determine class length: $(3-1)/3 = 0.66$ We get the following fields:

Arithmetic mean field	from 01 To 1.66	from 1.67 to 2.33	from 2.34 to 3
Level of achievement motivation	Low	Average	High

Table (06): Shows the level of achievement motivation of the sample members

Variables	Arithmetic mean	Standard deviation	Average within the field	Relative weight%	The result
Level of achievement motivation	1.712	0.0152	from 1.67 to 2.33	57.50%	Average

3 Highest grade ----- 100 % S = 57.50%

1.725 ----- S

By reading Table No 06 We note that the level of achievement motivation is average.

13. Discuss the results of the study

13.1. Discuss the results of the main hypothesis

It is evident by presenting the results of the main hypothesis as shown in Table No (01) It was achieved and the results of our study were consistent with Othman Maryam's study2010.Titled: Professional pressures and their relationship to achievement motivation among civil protection agents - a field study on civil protection agents in the main unit in Biskra, which proved the existence of a negative correlation between professional pressure and achievement motivation among the study sample . I also agreed with Naoui and Sahed's study .It also agreed with the results of Qorari's study, which showed a negative correlation between achievement motivation and professional pressure among public health doctors. It is a logical result, as professional pressure negatively affects the motivation to achieve, and everything that a midwife is exposed to professional pressure affects her mental health. As we know, the effect of mental health on human behavior, a midwife who is not exposed to strong professional pressure makes her more capable of dealing positively with various problems and balancing emotions when falling under various professional pressures and overcoming them and bearing responsibility and being more effective and productive.

13.2. Discuss the results of the first sub-hypothesis

The first sub-hypothesis states that: The level of professional pressure among midwives is high.

This is evident by presenting the results of the first partial hypothesis as shown in the table (02)It has been verified.

The results of the current study were consistent with Azem Suhaila's study (2009) The results of her study showed that nurses suffer from high occupational pressure.

It also supported Qorari's study (2014) The results of the current study showed a high level of professional pressure among public health doctors

This result is explained by the fact that the nature of the midwife profession is in itself a source of pressure, and this is due to the fact that those in charge of this profession are exposed to many stressful situations. For example, we find some midwives exposed to conflicts with the families of sick relatives and complain about them to the director of the hospital institution under the pretext of their neglect and lack of care for the patients. The matter may also reach the point of legal prosecution, which makes the midwife live in a state of terrible professional pressure .

13. 3 Discussing the results of the second sub-hypothesis

The second sub-hypothesis states that: The level of achievement motivation among the study sample is average.

This is evident by presenting the results of the second partial hypothesis as shown in the table (03)It has been verified.

This may be due to the small number of midwives compared to the size of M'Sila province and its high population, as 40 A midwife is not enough to cover the entire state. This result is also explained by the effect of professional pressure on the midwife's performance. Role burden, role conflict, and the nature of the work are sources of professional pressure, which negatively affects the midwife's achievement and performance.

Also, the huge number of patients and the midwife's inability to cover all this number inevitably leads to an inability to concentrate and thus to making unintentional medical errors. This result seems logical, as the midwife's motivation for achievement is driven by the psychological and social state she is experiencing. This result may also be explained by the lack of privileges, rewards and incentives for the midwife for her efforts. It may also be due to the average salary that the midwife receives, given that she is an employee in the public sector, which is usually characterized by low salaries.

Conclusion :

This study falls within the psychological studies that addressed the issue of occupational stress and its relationship to achievement motivation among midwives at the specialized hospital in obstetrics and gynecology, Sliman Amirate, in the city of -M'Sila, and through the theoretical background and studies the previous one, as well as the current field study, concluded:

- * There is a relationship between professional pressure and achievement motivation.
- * The study also concluded that the level of occupational stress among the selected sample was high .
- * The level of achievement motivation is average.

Based on the results of this field study, we propose a set of recommendations that may help reduce professional pressure on those capable of achieving quality in professional life and raise the motivation for achievement. Among these recommendations, we propose:

Paying attention to the work environment in terms of providing security and protection and ensuring job stability and its consequences.

- ✓ Striving to improve material and moral working conditions.

- ✓ Trying to resolve conflicts that arise in the work environment in order to relieve professional pressure.
- ✓ Encouraging midwives to improve the incentive and reward system.
- ✓ Activating internal communication between workers in hospital institutions, as professional pressures require increasing communication channels and using them effectively in order to confront these pressures.
- ✓ Striving to achieve the principle of equality and justice among workers so that conflicts do not arise within the work environment.

Future prospects:

Through the results and recommendations of the study, the two researchers recommend conducting the following studies and research:

- ✓ Conducting further studies on the variable of occupational stress and linking it to other research variables.
- ✓ Conducting a comparative study of the level of professional pressure between midwives and nurses.
- ✓ Conducting a comparative study between midwives and nurses in achievement motivation.
- ✓ Building a preventive and therapeutic program to reduce the level of occupational stress among midwives.

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