

The Quality of Life and its Relationship to Psychological Burnout of Faculty Members in Saudi Universities

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Abstract

The current study aimed to identify the quality of life and its relationship to psychological burnout among faculty members in Saudi universities. The study sample consisted of faculty members in Saudi universities (male and female) in scientific and literary specializations with their various academic degrees in the academic year (2022-2023), whose numbers (202) were chosen randomly. The study used the Quality of Life Scale (1996), prepared by the World Health Organization, based on the psychological burnout of Maslach (1986), and the data was transcribed and statistical processing was performed using the Statistical Package for Social Sciences software. The study reached the following results: The presence of a positive correlation between the quality of life and its relationship to psychological burnout among faculty members in Saudi universities, there was a non-significant decrease in the quality of life among faculty members in Saudi universities. The high level of psychological burnout among faculty members in Saudi universities and the presence of statistically significant differences in the quality of life and its relationship to psychological burnout among faculty members in Saudi universities were attributed to the gender variable in favor of females and the academic rank variable in favor of assistant professors, and the absence of differences in the quality of life among faculty members. In Saudi universities, the variables of academic specialization (scientific, literary), the university and the marital status were not available.

Keywords: *Quality of life; psychological burnout; faculty members; Saudi universities.*

Introduction

Since universities today face several very serious challenges as a result of global changes represented by the cognitive, cultural and technological revolution, their role is no longer limited to achieving the traditional goals of teaching, searching for knowledge, consolidating it and disseminating it, but they have also become responsible for achieving the political, economic and social development of society through research problems and find appropriate solutions to them. The success of universities in achieving these goals efficiently and effectively depends on faculty members. They are required to perform many roles, whether inside or outside the university. At the campus level, they are required to teach, prepare scientific research, supervise university dissertations, participate in committees and academic guidance, in addition to influencing on the personalities of their students through the academic programs and activities that they are keen to implement, and effective participation in the field of departments and colleges with their various activities.

The faculty member represents a competitive advantage for universities because of the knowledge, experience, and skill he possesses. This interest reflects the importance of quality of life as a concept and its impact on various psychological aspects. (A Study on the Importance of Quality of Life), a faculty member's awareness and evaluation of his quality of life in a positive manner may give him the ability to evaluate situations and deal with them flexibly and in a good way, resolve crises, achieve social harmony, self-satisfaction, acceptance of others, and an interest in life in general (Al-Kubaisi, 2016). Al-Sadon (1990) confirms that psychological burnout is linked to the teaching profession more than to other professions, and considering that the teaching profession is one of the stressful professions that requires its members to carry out many tasks, it makes the teaching staff dissatisfied and unsure of their profession, which has negative consequences for them. A lot of negativity is reflected in their professional productivity and compatibility with it.

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Problem of the Study

The problem of this study lies in the fact that it attempts to identify the nature of the relationship between quality of life and the phenomenon of psychological burnout among faculty members in Saudi universities, given the importance of evaluating the quality of life among faculty members. Quality of life is primarily an educational and psychological orientation, and educational and psychological efforts seek to build the individual and his development, and improving his life, which is full of disturbances and pressures to hinder that life, and that the phenomenon of psychological burnout is one of the most psychological phenomena, which appears among faculty members and shows the psychological suffering to carry out their academic duty, so the problem of the study is determined by asking the following questions:

1. Is there a relationship between quality of life and psychological burnout among faculty members in Saudi universities?
2. What is the level of quality of life among faculty members in Saudi universities?
3. What is the level of psychological burnout among faculty members in Saudi universities?
4. Does the level of quality of life among faculty members in Saudi universities differ according to gender (male and female), academic degree (lecturer, assistant professor, associate professor, professor) and specialization (theory and practical).

This study derives its importance from the following foundations:

1. The importance of this study stems from the importance of the group it targets, which is the faculty group, which bears the greatest burden in achieving the university's goals. Therefore, this gesture must be given attention by researchers.
2. Attention to the quality of life and psychological burnout among faculty members is one of the most important areas that should be paid attention to because of its importance in improving the level of performance and increasing their effectiveness in developing their performance. This may be reflected in their ability to contribute to building the students' personality and developing it in all aspects, and providing them with the knowledge, information, positive behaviors, and scientific and practical skills necessary to qualify them in order to become effective members of community service.
3. Discovering the relationships between research variables may contribute to increasing understanding and awareness of the impact of each other. Then design training programs to raise the level of mental health among faculty members, and increase their effectiveness, personal competence, and success in their lives in their various personal, social, and professional aspects.
4. The results of this research may benefit those who are interested in and responsible for the educational process and mental health, and help them take the necessary measures aimed at achieving psychological and social harmony among faculty members in Saudi universities.

Objectives of the Study

The present study aims to:

1. Knowing the relationship between quality of life and psychological burnout among faculty members in Saudi universities.
2. Detecting the level of quality of life among faculty members in Saudi universities.
3. Detecting the level of psychological burnout among faculty members in Saudi universities.
4. Knowing the differences in the level of quality of life among faculty members in Saudi universities that are due to the variables of gender (males and females), academic degree (lecturer, assistant professor, associate professor, professor), and specialization (theory and practical).

Theoretical Framework and Previous Studies

The Theoretical Framework

Quality of Life

The concept of quality of life has been used to express the advancement in the level of material and social services provided to members of society. It is also used at other times to express individuals' awareness of the ability of these services to satisfy their various material and social needs. It is said that the quality of life includes enjoying the material conditions in the external environment, a sense of well-being, satisfaction of basic needs, and satisfaction with life (Al-Obaidi, 2013). The quality of life is an expression of self-perception for a person as life is what he perceives of it. So, the individual's evaluation of the objective influences on his life, such as income, housing, work, education, etc., represents, at one of its levels, a direct reflection of his perception, and this clearly appears in the level of happiness or misery that he is at, and this affects in turn, it affects this person's dealings with all other variables that descend within the scope of his interactions (Al-Arif Billah Mohammed, 1999). This determinant is included in the definition (Frisch, 1992), which defines it as the degree to which the individual evaluates the needs that are important to him, his goals, and the wishes that he would like to achieve.

Magdy Mohammed, mentioned in (Samira Hassan, 2000; Saah et al., 2024) and the definition of the Quality of Life Dimensions Center in Denmark (2000), agree with him, who believes that quality of life is the overall manifestations and characteristics of the different environments and the changing conditions and circumstances that affect the ability to satisfy human needs that are achieved at four levels. These levels are: the physical, emotional, mental and spiritual level, that is, it is defined by the extent to which the individual is aware of these appearances and characteristics and his awareness of the satisfaction of his human needs. This international quality of life group identified six areas of quality of life, which are the physical and psychological areas, the level of independence, social relationships, the environment, and the spiritual or religious aspects or personal beliefs (WHOQOL Group, 1995).

The Islamic point of view believes that the essence of man, with its components and characteristics, contains the reasons for the quality and joy of life. This essence is represented by the depth and richness of nature, the human's latent potential, and his inherent energy. It embodies human nature and gives meaning to his existence and a purpose to his life. It contains the realization of his humanity and the elevation of the soul above its materialism. It has important characteristics that reveal many of its components, orientation, and environmental relationships, which constitute the human psychological environment (Musa, 2008).

Psychological indicators represent the outputs that express the nature and form of subjective perception of objective social, cultural, economic, etc. (Al-Arif Billah Mohammed, 1999). Al-Kubaisi (2016) summarizes some psychological indicators in the concept of quality of life in the ability of individuals to adopt a lifestyle that satisfies their desires and needs (Khan et al., 2016).

Scientists and researchers differ in defining the dimensions of quality of life. For example, some classify quality of life into three dimensions, including objective, subjective, and spiritual quality of life (AbdelMoaty, 2005), while others classify it into three other main aspects, which are the social aspect, the psychological aspect, and the functional aspect (Al-Ashwal, 2005). However, the Quality of Life Research Unit at the University of Toronto (2000) explained three dimensions of quality of life: being, belonging and becoming.

The concept of quality of life includes four main dimensions that include a group of sub-dimensions: the self, personal achievement, relationships and the environment. Al-Omari (2018) summarizes four main dimensions of quality of life: the physical dimension, the social dimension, the psychological dimension, and the functional dimension.

Psychological Burnout

The concept of psychological burnout is considered a relatively modern concept. The early beginnings of the term burnout go back to the scientist Freudenberg (1973) in the early seventies of the twentieth century to refer to the physical and emotional responses and work pressures in humanitarian professions who exhaust themselves in the pursuit of achieving difficult goals through his studies on responses to

pressures faced by workers in the service sector, and the concept of psychological burnout, like other psychological concepts, has its own evidence and characteristics that distinguish it from other psychological concepts. Maslach (1986) defined it as a group of symptoms represented by nervous exhaustion, exhaustion of emotional energy, and deprivation of personal aspects, and a sense of dissatisfaction with achievement in the professional field, which can occur among individuals who perform tasks whose nature requires them to interact with others.

Stages of Psychological Burnout

Psychological burnout does not occur suddenly, but rather goes through a number of stages until the individual reaches the stage of psychological burnout. Psychologists have divided psychological burnout into four basic stages:

1. The absorption stage: In this stage, the level of satisfaction with work is high, but the level of satisfaction begins to decline if there is a lack of consistency between what is expected from the work and what happens in reality.
2. The stage of dullness: In this stage, which grows slowly, the level of satisfaction with work decreases, efficiency decreases, the level of performance at work decreases, and the individual feels that his physical health is moderate, and the occupation of his free time shifts his interest to other aspects of life, such as social contacts and hobbies.
3. The stage of separation: In this stage, the individual realizes what is happening and begins psychological withdrawal and poor mental and physical health, with an increase in the level of psychological stress.
4. Critical stage: This stage is considered the maximum stage in the chain of psychological burnout, during which the physical, psychological, and behavioral symptoms become worse and more dangerous, and the individual's thinking becomes disturbed as a result of self-doubts, and the individual reaches the stage of invasion (explosion, thinks about leaving work, and may think about suicide).

Previous Studies

Studies in Quality of Life

There have been a number of studies that have focused on quality of life. These studies are presented as follows:

The study of El-Sayed (2020) aimed to improve the quality of work life for faculty members at Menoufia University using the empowerment approach, by identifying the conceptual framework for the quality of work life and approaches to improving it, and the conceptual framework for empowering faculty members and its importance in university institutions. She used the descriptive approach. The research sample consisted of (244) faculty members at Menoufia University. To achieve the research goal, the researcher designed a questionnaire as a tool to identify the reality of the quality of work life of faculty members at Menoufia University and appropriate statistical methods. The results revealed that the reality of the quality of work life for faculty members at Menoufia University was moderate, and varied according to job grade in favor of (professor) and years of experience in favor of (more than 20 years).

The study by Kholoud Asiri and Sarah Al-Minqash (2022) also aimed to identify the level of quality of work life for employees and faculty members at Prince Sattam bin Abdulaziz University. The descriptive survey method was used, and a questionnaire was distributed to a random sample of 382 individuals from university employees in the second semester for the year 1440/1441, and after conducting appropriate statistical treatments, the study concluded that the sample evaluated the reality of the quality of work life to a moderate degree.

The study of Fahd bin Abdul Rahman (2022) also attempted to determine the level of quality of work life among faculty members at the University of Jeddah from their point of view. The study followed the descriptive approach and used the questionnaire as a tool to collect study data during the first semester of the academic year (2021-2022), and a sample responded. It is estimated at (218) members, and the study reached several results, the most important of which are: The level of quality of work life among faculty members at the University of Jeddah was generally moderate, and there were statistically significant differences between the responses of the study sample members due to the difference in

college and in favor of scientific colleges and academic rank in favor of the rank of professor and the number of years of service for those they served (more than 10 years), and nationality for non-Saudis.

The study by Haim Salem and Rasha Abdel Rahman (2022) aimed to reveal the attitudes of university faculty members towards e-learning, and the possibility of predicting these trends through the quality of university life. The measure of attitudes towards e-learning and the measure of the quality of university life were applied after preparing them electronically on the exploratory sample consisting of (73) faculty members with two Egyptian and non-Egyptian samples. The stability and validity of the two scales were verified. The final study sample consisted of (145) faculty members with two Egyptian and non-Egyptian samples. The study resulted in a set of results, including: The level of quality of university life is (high) among students. Faculty members in Egyptian and non-Egyptian universities to show there are no statistically significant differences in the quality of university life due to workplace variables, type, specialization, and teaching experience.

The study of Manal Al-Hamidi and Wael Al-Sayed (2016) concluded that there is an inverse correlation between quality of life and psychological alienation, and that there are non-significant differences in each of the quality of life scales depending on the variable of academic rank of the participants.

Studies in Psychological Burnout

There have been a number of studies that have focused on psychological burnout. These studies are presented as follows:

Ahlam Al-Amin's study (2022) aimed to analyze the level of psychological burnout of faculty members at Shendi University in Sudan and its relationship to demographic variables. The descriptive analytical approach, the primary information form, and Maslach's professional psychological burnout scale were used. The sample included 72 faculty members. The results showed that the level of psychological burnout was not high and there were no statistically significant differences. The study found an inverse relationship between psychological burnout, gender, marital status, and administrative assignment, as well as the presence of differences in the level of psychological burnout based on academic degree.

The study by Amira Hassan, Mustafa Abdel Moati, and Mohammed Atris (2022) aimed to identify how psychological burnout is managed among faculty members at Zagazig University, and its relationship to job satisfaction. The study concluded that there is a strong relationship between psychological burnout management and job satisfaction.

A study done by Lulwah Al-Rasheed (2020) aimed to analyze the differences between faculty members (male and female) with regard to psychological resilience, psychological burnout, and psychosomatic disorders. The study included a sample of 100 faculty members at Qassim University. No significant differences were found between males and females in psychological burnout. The study showed that the overall degree of psychological burnout can affect the prediction of the level of psychological resilience.

Nawal Mohammed's (2020) study aimed to identify the levels of psychological burnout of faculty members and its relationship to the extent of academic advising. The study used the Maslach scale. and included a sample of 57 members. The study showed high psychological burnout among faculty members and a negative relationship between levels of psychological burnout and the amount of academic advising. The study also found that the amount of academic advising can be a predictive factor for levels of psychological burnout.

The study by Najla Al-Baqmi (2021) aimed to analyze the level of psychological burnout and job performance of faculty members at Najran University. A sample of 107 faculty members was used and was divided based on the variables of gender, academic rank, and years of experience. Scales were used to measure burnout and job performance. The results showed that the level of psychological burnout is very low, and a negative relationship was found between psychological burnout and job performance. There are statistically significant differences in the level of psychological burnout according to the variable of gender in favor of females, and in the level of job performance in favor of males. There are statistically significant differences in the level of psychological burnout according to the variable of academic rank in favor of academic rank (lecturer).

The study by Mona Al-Awad and Sahar Al-Sayed (2019) explored psychological burnout and its relationship to demographic variables for female faculty members in colleges of education for girls in southern Saudi Arabia. The descriptive approach and the psychological burnout scale were used to study a sample of 238 female faculty members. The results showed a high level of psychological burnout among members. There is a statistically negative relationship between psychological burnout and age and years of experience, while no statistically significant differences appeared based on nationality.

The study by Al-Azizi and Ghailan (2020) attempted to reveal the quality of work life and its impact on reducing the phenomenon of job burnout. The study focused on the dimensions of the quality of life in the organizational environment, the physical environment, and the moral environment that supports employee performance. The study revealed several findings, including a significant decrease in the availability of quality of university work life by 39.3%. It was also found that there is a high rate of job burnout among employees, at 66%. The results indicated that there is a negative relationship between the physical and moral work environment and job burnout, and that social relationships and a safe healthy environment were among the variables that most negatively affect job burnout. Also, the study showed a negative relationship between the organizational and job environment and job burnout.

Method and Instruments

Study Approach

The descriptive approach was employed in this study because it includes some degrees of interpretation of this data. (Abdul Hamid, 1978).

The Study Sample

The study sample consisted of (202) faculty members in Saudi universities, and the following table shows a description of the sample according to the demographic variables used in the study.

Table 1. Shows the description of the sample according to the demographic variables.

	Demographic Variables	Frequency	percentage
University	King Faisal	104	%51.5
	King Saud	4	%2.0
	Imam Mohammed bin Saud	32	%15.8
	Majma'ah	1	%.5
	Tayba	10	%5.0
	Taif	4	%2.0
	Umm Al-Qura	6	%3.0
	Jazan	2	%1.0
	Technical College	23	%11.4
	Imam AbdulRahman	3	%1.5
	Prince Sattam	1	%.5
	Shaqraa	4	%2.0

	King AbdulAziz	2	%1.0
	Hail	1	%.5
	Al-Jouf	2	%1.0
	Najran	1	%.5
Gender	Male	138	%68.3
	Female	64	%31.7
Academic Degree	Lecturer	76	%37.6
	Assistant Professor	80	39.6%
	Associate Professor	27	13.4%
	Professor	19	9.4%
College	Humanity	102	50.5%
	Applied	100	49.5%

Study Instruments

Quality of Life Scale

The researchers reviewed the theoretical heritage and previous studies in the field of quality of life and chose the quality of life scale prepared by the World Health Organization (1996). The scale consists of 26 items, and a five-point Likert Scale was used (always = 5, often = 4, sometimes = 3, rarely = 2, never = 1). The quality of life scale for teaching staff is characterized by a high degree of validity, as it was significant at the level of (0.01) and reliability (0.89) for the total score using the alphachronic method, and (0.84) for the total score using the Spearman-Brown split-half method.

Burnout Scale

The researchers reviewed the theoretical heritage and previous studies on psychological burnout and used a measure of psychological burnout written by: Maslach and Arabized by Al-Battal (2000), which was applied to the sample in its final form consisting of (19) items on three dimensions: emotional stress (7) and Dullness of feelings (5) and lack of a sense of personal accomplishment (7). A five-point Likert scale was used (always = 5, often = 4, sometimes = 3, rarely = 2, never = 1).

The psychometric properties of the scale were confirmed in the population of the current study, as the psychological burnout scale is characterized by a high degree of validity, as it was significant at the level of (0.01), and the reliability of the dimensions was based on the Alpha-Cronbach method. Emotional exhaustion (0.85), dulled feelings (0.71), and lack of a sense of personal accomplishment (0.72), and by Spearman-Brown split-half method; Emotional exhaustion (0.83), dulled feelings (0.67), and lack of a sense of personal accomplishment (0.75).

Results and Discussion

Result of the first hypothesis

“There is a positive correlation between quality of life and psychological burnout among faculty members in Saudi universities”

Table 2. Shows the Pearson correlation coefficient for the relationship between quality of life and psychological burnout among faculty members in Saudi universities.

Dimension	Pearson Correlation with quality of life	N	Sig. (2-tailed)	Result
Emotional Stress	.690**	202	.000	Positive Correlation
Feelings Dull	.506**	202	.000	Positive Correlation
Lack of sense of personal accomplishment	-.229**	202	.000	Negative Correlation
Psychological Burnout	.615**	202	.000	Positive Correlation

Note: **Statistically significant at the 0.01 level.

It is clear from the table above that the value of the Pearson correlation coefficient reached (.615**) at the level of statistical significance (.000). This indicates the presence of a positive correlation at the level of significance (.01). This result does not fulfill the first hypothesis of the study. This result differs from the study of Al-Azizi and Zaid (2020), which concluded that there is a relationship and a negative impact of the physical and moral work environment, represented by their dimensions, in reducing the phenomenon of job burnout, as it was found that the dimensions of social relations and a healthy and safe work environment are among the variables that have a negative impact on job burnout. The rest of the variables, “environmental and material conditions that support employees’ performance, and fairness in the wage and salary system,” have a negative impact, but to a lesser extent. It turns out that there is also a relationship and a negative impact of the organizational and functional work environment, represented by its dimensions, in reducing the phenomenon of job burnout. The study concluded that improving the quality of work life and reducing employee burnout requires senior management to adopt the concept of quality of work life in its various dimensions.

The researchers attribute the result of the first hypothesis to the pressures of work, which in turn negatively affects their quality of life as a result of the dimensions of job burnout that affect faculty members begin gradually. In the beginning, the individual makes great efforts as a result of his sense of satisfaction with his life, then with time he becomes tired and becomes less effective, and begins the stages lead sequentially to stagnation and a feeling of dissatisfaction with work, followed by the individual’s feeling of uncertainty and helplessness and becoming irritable and disturbed until he reaches the final and critical stage, which is characterized by apathy.

Result of the Second Hypothesis

“The quality of life among faculty members in Saudi universities is characterized for being high”

The researchers conducted a t-test for one population mean, and the following table shows the results of this procedure:

Table 3. Shows the result of the t-test for one sample mean to judge the quality of life attribute among faculty members in Saudi universities.

Quality of Life	N	Mean	Std. Deviation	Test Value	t	df	Sig. (2-tailed)	Results
	202	47.3267	11.20866	48	-.854	201	.394	Insignificant

It is clear from the table above that the calculated t-value reached (-.854) at the level of statistical significance (.394). This indicates a non-significant decrease in the quality of life among faculty members in Saudi universities. This result does not meet the second hypothesis of the study.

This result differs from the finding of Asmaa's studies (2020), which concluded that the reality of the quality of work life for faculty members at Menoufia University was at a moderate degree, and the study of Kholoud (2022), which concluded that the sample evaluated the reality of the quality of work life at a moderate degree, and the study of Fahd (2022). In which it was stated that the level of quality of work life among faculty members at the University of Jeddah is generally moderate, and Hanem's study (2022), concluded that the level of quality of university life is (high) among faculty members in Egyptian and non-Egyptian universities. The researchers explain this result by arguing that an individual's perception is affected by physical, psychological, and social factors, and it is also affected by the past (experiences and beliefs), the present (mood), and the future (expectations). These factors are what make people differ in their perception of the quality of their lives, and they are due to the real environment.

Result of the Third Hypothesis

“There are differences in the quality of life among faculty members in Saudi universities due to the gender variable”

The researchers first calculated the arithmetic mean and standard deviation for each of these two groups separately, and then the researchers applied a t-test for the difference between the means of two independent groups, and the following table shows the results of this procedure:

Table 4. Shows the results of the t-test for the difference between the means of two independent groups to determine the significance of the differences in the quality of life among faculty members in Saudi universities due to gender variables.

Quality of Life	Gender	N	Mean	Std. Deviation	t	df	Sig. (2-tailed)	Results
	Male	138	45.4348	10.62153	-3.628	200	.000	There are differences in favor females
	Female	64	51.4063	11.43473				

It is noted from the previous table (4) that the calculated T value is equal to (-3.628) at the probability value (.000). Therefore, there are statistically significant differences in favor of females. It is clear from this result that the hypothesis has been fulfilled.

The researchers did not find a result that agrees or disagrees with this result. The researchers explain this result by saying that life satisfaction is that emotional state that accompanies an individual's achievement of a certain goal or his arrival at a specific goal that may be consistent with female psychology, and this describes the final state that accompanies the individual's achievement of his desired goal, which is the fulfilment of the individual's needs and desires or compatibility through satisfaction with a reality that is impossible to change.

Result of the Fourth Hypothesis

“There are differences in the quality of life among faculty members in Saudi universities due to the scientific specialization variable”

Table 5. Shows the results of the t-test for the difference between the means of two independent groups to determine the significance of the differences in the quality of life among faculty members in Saudi universities due to the specialization variable (humanities - applied).

	Gender	N	Mean	Std. Deviation	t	df	Sig. (2-tailed)	Results
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Quality of Life	Humanity	102	46.0098	11.27908	.573	200	1.694-	There are no individual differences
	Applied	100	48.6700	11.03077				

It is noted from the previous table (5) that the calculated T value is equal to (.573) at the probability value (1.694). Therefore, there are no statistically significant differences. This result shows that the hypothesis was not met.

This result differs from the study of Fahd Al-Maliki (2022), which found that there are statistically significant differences between the responses of the study sample members due to the difference in college and in favor of scientific colleges. The researchers explain this result based on the fact that faculty members in the scientific specialization are more ambitious, and the individual's idea of himself contributes to determining the level of ambition, which is the image that the individual forms of himself in terms of his physical, mental, and emotional qualities and abilities, as well as the factor of the individual's intelligence and the degree of his emotional balance. Likewise, the individual feels successful and his self-esteem and appreciation for himself increases when he reaches his level of ambition. One of the most important things that disturbs an individual's life and predisposes him to personality disorders is the distance between his ambition and the level of his abilities, that is, between what he desires and what he is actually capable of.

Result of the Fifth Hypothesis

“There are differences in the quality of life among faculty members in Saudi universities due to the marital status variable”

Table 6. Shows the result of the one-way analysis of variance to determine the significance of the differences among the averages of quality of life among faculty members in Saudi universities that are attributed to the marital status variable.

Diminishes Psychological Attitudes	Psychological	Sum of Squares	df	Mean Square	F	Sig.	Results
Quality of Life	Between Groups	593.471	2	296.735	2.395	.094	There are no differences
	Within Groups	24658.965	199	123.914			
	Total	25252.436	201				

It is noted from the previous table (6) that the value of the F ratio is equal to (2.395) at the probability value (.094). This indicates that there are no statistically significant differences in marital status. It is clear from this result that the hypothesis was not met.

The researchers did not find results to compare with this result, but it seems that faculty members in Saudi universities enjoy social affiliation, which includes connection to social environments that include a sense of social acceptance and intimacy by other dear people such as family, friends, work colleagues, neighbors, and society, given that the individual in the study community tends toward harmony, and compatibility with his environment through physical affiliation, in which the individual's relationships with members of his household are carried out with righteousness, knowledge of the value of his parents and his duties towards them, fear of disobedience to them, upholding ties of kinship, good neighborliness, refraining from immorality in disputes and abandonment, and forbidding backbiting, gossiping and evil. He encouraged social affiliation with love, affection, mercy, altruism, and tolerance. He, may God's prayers and peace be upon him, said (If you do not help people with your money, let them be satisfied with your good looks and good manners.

Result of the Sixth Hypothesis

“There are differences in the quality of life among faculty members in Saudi universities due to the university variable”

Table 7. Shows the result of the one-way analysis of variance to determine the significance of the differences among the averages of quality of life among faculty members in Saudi universities that are attributed to the university variable.

Diminishes psychological Attitudes	Sum of Squares	df	Mean Square	F	Sig.	Results	
Quality of Life	Between Groups	2309.920	17	135.878	1.090	.367	There are no differences
	Within Groups	22942.516	184	124.688			
	Total	25252.436	201				

It is noted from the previous table (7) that the value of the F ratio is equal to (1.090) at the probability value (.367). This indicates that there are no statistically significant differences in the quality of life among faculty members in Saudi universities that are attributed to the university variable. It is clear from this result that the hypothesis not achieved.

This result is consistent with the result of Hanem’s (2022) study, which showed that there are no statistically significant differences in the quality of university life due to workplace variables among members. Teaching staff in Egyptian and non-Egyptian universities. The researchers explain this result based on the fact that the sources of support are linked to the belief in whether internal or external motivations are responsible for what happens, and therefore, this belief affects how we recognize situations that make us happy. Accordingly, the desired quality of life is linked to the individual’s belief in the ability of objective and subjective indicators that can lead to his satisfaction with his life and thus his quality of life, which is what Saudi universities provide in terms of stimulating environments and rewarding salaries.

Result of the Seventh Hypothesis

“There are differences in the quality of life among faculty members in Saudi universities due to the academic degree variable”

Table 8. Shows the result of the one-way analysis of variance to determine the significance of the differences among the averages of quality of life among faculty members in Saudi universities that are attributed to the academic degree variable.

Diminishes Psychological Attitudes	Sum of Squares	df	Mean Square	F	Sig.	Results	
Quality of Life	Between Groups	1074.232	3	358.077	2.932	.035	There are differences in favor of the rank of assistant professor
	Within Groups	24178.203	198	122.112			
	Total	25252.436	201				

It is noted from the previous table (8) that the value of the p-ratio is equal to (2.932) at the probability value (.035). This indicates the presence of statistically significant differences in favor of the rank of assistant professor. It is clear from this result that the hypothesis has been fulfilled.

This result is consistent with the results of the studies of Asmaa (2020), which showed that the reality of the quality of work life for faculty members at Menoufia University varies according to the job grade in

favor of (professor), and the study of Al-Maliki (2022), which showed the presence of statistically significant differences attributed to the difference in academic rank in all axes of the study and on the overall level is in favor of the rank of professor and the study of Al-Hamidi (2016), which revealed the presence of non-statistically significant differences in both the quality of life measure and its dimensions for the study individuals depending on the variable of academic rank of the participating professors. The researchers explain this result based on the fact that this is also due to the availability of professional development programs for faculty members at the university that lead and contribute to developing the competencies of faculty members, and thus improving the basic components of performance, speed, skill, productivity, etc. These are different performance rates. The rank of assistant professor represents an intermediate rank among the academic ranks, which makes him more stable, generous, and satisfied with the requirements of life.

Conclusion

In light of the study results, the researchers recommend taking advantage of the study results in:

1. Satisfying the needs of faculty members in terms of quality of life in order to reduce their psychological burnout.
2. Designing counselling programs derived from appropriate scientific theories to alleviate burnout, reflecting its consequences on the individual and society as a whole.
3. The Deanship of Human Resources at universities is adopting a new strategy to enhance the quality of life of the faculty members.
4. Adopting the Deanships of Quality and Skills Development for a series of training courses, aiming to improve the quality of life; to reduce psychological burnout among faculty members.
5. Conduct descriptive studies to determine the impact of quality of life on job performance.
6. Considering the urgent needs of faculty members in Saudi universities and the programs that improve their quality of life.

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Ethical Declaration

This study was conducted using ethical principles and guidelines for research involving human participants. Informed consent was obtained. Participants were informed about the purpose of the study, the procedures involved, and their right to withdraw at any time without penalty. Confidentiality and anonymity of participants' responses were ensured throughout the research process.

Data Availability

The data presented in this study are available upon request from the corresponding author. The data are not publicly available due to the potential inclusion of sensitive information about individuals or entities. Confidentiality agreements or privacy regulations prevent their public disclosure.

Conflict of interest declaration

The authors declare no known competing financial interests or personal relationships that could have influenced the work reported in this paper.

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