



PSYCHOLOGICAL RESILIENCE AND ITS RELATIONSHIP TO JOB SATISFACTION AMONG A SAMPLE OF HEALTH PRACTITIONERS AT TAIF GOVERNORATE HOSPITALS

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Abstract:

This study aimed to know the relationship between psychological resilience and job satisfaction among a sample of health practitioners in Taif Governorate hospitals. The study sample consisted of (159) health practitioners in those hospitals, where the questionnaire was used as a tool to collect data from the study members. The study results showed that the presence of a medium level of dimensions of psychological resilience (after emotional the mental dimension, the social dimension) among health practitioners at Taif governorate hospitals, while the presence of an average level of job satisfaction among health practitioners at Taif governorate hospitals. In addition, the results indicated a statistically significant relationship between all dimensions (emotional dimension, mental dimension, social dimension) and satisfaction occupational health practitioners at Taif governorate hospitals. In light of the results, the study recommended the need for hospital management in Taif governorate to seek an interest in developing psychological resilience among health practitioners, as it is closely related to the level of job satisfaction and its achievement. Preparing awareness programs to provide psychological and moral support to health practitioners in hospitals, and setting plans to overcome their job satisfaction obstacles.

Keywords: HSE code, Safe Work Place, HSE in educational institutions, staff member's response, Students accidents, Lab and workshop safety.

Introduction:

Job satisfaction is one of the important factors in whether employees continue their work, or decide to leave work, and change their career path. Job dissatisfaction may arise from many circumstances related to work and surrounding it. These circumstances may cause many pressures that cause workers to feel a lot of frustration, unwillingness to adapt to performing the tasks and responsibilities assigned to them, unwillingness to progress and achieve, poor productivity, and not feeling comfortable and reassured in their workplace (Arabia & Ibrahim, 2016, p40).

The response of workers in any organization to the nature of the work pressures placed on them varies. Some of them may be able to adapt and continue with these pressures. We can say that they are characterized by personalities capable of facing and adapting to different work pressures. The characteristics that they possess may be a motivation and incentive for them to continue and be

satisfied with their work. On the other hand, some of them may give up and are unable to face the pressures, adapt and adapt to them, which is reflected in their level of job satisfaction (Abu Al-Nour, 2016, p7).

Many workers face challenges within the work environment, which requires them to be able to confront them or get rid of them, or reflect on them, analyze them, and then find solutions to them. This requires them to have a good level of Psychological resilience, which enables workers to be able to control themselves, achieve balance and psychological stability, be able to influence the conditions of their environment at work, and move towards understanding many problems and challenges without feeling anxiety and frustration (Abdelazim, 2017, p11).

Psychological resilience is one of the main components that complement an individual's mental health, which helps him face all urgent and stressful circumstances, situations, and adversities within the work environment. As working individuals who have good Psychological resilience make them able to form positive attitudes when facing problems and challenges, especially those related to the nature of work within the organization. Psychological resilience in general enables working individuals to understand themselves and others around them. Therefore, this contributes to them reaching a good level of adaptation to different situations, overcoming challenges and problems, and working effectively without feeling anxious or frustrated. This is reflected in improving their level of job satisfaction (Abdul Rahman & Al-Azab, 2020, p22).

Accordingly, this study aimed to identify Psychological resilience and its relationship to job satisfaction among a sample of health practitioners at Taif Governorate hospitals.

Problem Statement:

Due to the nature of the work of workers in health hospitals, and the various and multiple pressures they face, they lack the need to enjoy some positive traits that include the ability to take responsibility and face the fears and pressures surrounding them, which is ultimately reflected in their level of job satisfaction. The individuals working in hospitals, including nurses, doctors, and others, are soldiers on the battlefield, and they urgently need to have Psychological resilience. Individuals with high levels of Psychological resilience are able to deal positively with the pressures, challenges and problems they face due to the nature of their work, as well as to look positively towards their relationships with others within the work environment. This contributes to improving their positive feeling of satisfaction with their work performance. When workers have a degree of Psychological resilience, they are able to face the frustrations resulting from difficult working conditions. Therefore, they are motivated and motivated to continue giving, resulting from their sense of satisfaction with working in this field, which is characterized by constant change and great difficulty. In light of the above, the problem statement is determined in the following main question:

Is there a relationship between Psychological resilience and job satisfaction among health practitioners at Taif Governorate hospitals?

Several sub-questions branch out from this main question, as follows:

- What is the level of Psychological resilience in its dimensions (emotional dimension, mental dimension, social dimension) among health practitioners at Taif Governorate hospitals?
- What is the extent of job satisfaction among health practitioners at Taif Governorate hospitals?
- Is there a relationship between Psychological resilience and its dimensions (emotional dimension, mental dimension, social dimension) on job satisfaction among health practitioners at Taif Governorate hospitals?

The Study Objectives:

The study seeks to achieve the following objectives:

1. Identifying the level of Psychological resilience in its dimensions (emotional dimension, mental dimension, social dimension) among health practitioners at Taif Governorate hospitals.
2. Measuring the level of job satisfaction among health practitioners at Taif Governorate hospitals.

3. Detecting the relationship between Psychological resilience and its dimensions (emotional dimension, mental dimension, social dimension) and job satisfaction among health practitioners at Taif Governorate hospitals.

The Study Importance:

The study would contribute to improving the efficiency of health practitioners in hospitals and health centers in general and health practitioners in Taif Governorate hospitals in particular. The current study may help health practitioners gain a level of Psychological resilience so that they can deal effectively and positively with many situations, they face while practicing their job. Which is reflected in the extent of their acceptance and adaptation to the circumstances that surround them and to the individuals with whom they deal, which ultimately achieves a level of job satisfaction for them.

In addition, the study came to link several important topics that must be presented in the Saudi environment, especially at the Taif Governorate hospitals. The current study also represents a new scientific material in the educational scientific library, which opens the door for researchers to conduct other studies based on the results of the current study.

Psychological resilience:

Psychological resilience is an inherent characteristic of life, and a latent power that God created in man. Psychological resilience cannot be turned into an advantage unless the individual activates it through experience and practice. This begins when he looks at things from different perspectives and acknowledges the existence of different points of view instead of a single, definitive point of view. He changes his attitudes, reactions, and inherited environmental habits (Abu Nada, 2015, p10). Accordingly, many researchers and scholars have addressed the concept of Psychological resilience. One of the most prominent concepts is the American Psychological Association's definition of Psychological resilience. Psychological resilience is defined as the process of adapting to face adversity, shocks, tragedies, threats, or even important sources of stress. (E.g. family and social problems, serious health problems, or work and workplace pressures). It means returning to a normal state from difficult experiences (Al-Hashimiyya, 2017, p12).

As for Sbeira & Ismael (2017, p21), they perceive psychological resilience as the process of adapting well in times of adversity, pressure, and shock while maintaining hope, self-confidence, emotional regulation, problem-solving skills, understanding others' feelings, and empathizing with them. It involves possessing characteristics that help individuals confront sources of pressure, including the ability to commit, face challenges, and control life circumstances.

Abdelazim (2017, p11) also pointed out that psychological resilience is a dynamic process that enables individuals to demonstrate behavioral adaptation when facing emotional, shocking, or tragic situations, threats, or even stressful circumstances.

Several studies have revealed factors that mitigate the negative effects of traumatic life events. Among the most important of these factors are emotional and social support, building loving and trusting relationships, and receiving encouragement from both family and external sources. Additionally, there are other factors associated with psychological resilience, such as developing flexible plans with self-confidence, maintaining a positive self-image, communication skills, and the ability to manage emotions and impulses.

The results of studies have shown several factors that contribute to increasing psychological resilience and fostering its development. These factors enable individuals to overcome and recover from negative, stressful impacts. Some of these factors, as highlighted by Milad (2019, p. 23), include:

- The ability to effectively confront and positively adapt to pressure in healthy ways.
- Acquiring methods and skills for problem solving.
- The ability to manage and overcome emotions properly.
- Finding supportive sources from others (social support).
- Finding a positive meaning in shocks or impactful events.

Therefore, psychological resilience is a phenomenon that enables individuals to recover from negative impacts, shocks, extended traumatic events, or active risks and psychological pressures they may face currently.

Sheikh (2017, p. 28) identified the following as the main components of psychological resilience:

- a. Development of competence: This involves enhancing the individual's mental, physical, and social capacities to a level of skill and competence that helps them adapt to various life demands.
- b. Ability to deal with emotions: This refers to the growth of the individual's ability to regulate their emotions and feelings, allowing them to handle them flexibly and to be aware of their emotions to regulate them in situations that require it. It also allows them space for expression whenever necessary.
- c. Self-realization: This entails the individual's growth in understanding themselves, their capabilities, and working on their development. They place themselves within a certain framework that aligns with reality, experiencing a clear sense of their personality and its impact on those around them.

The characteristic of resilience is closely related to mental health, as there are indicators of sound mental health, including being characterized by resilience. This involves maintaining balance in one's life, avoiding extremism in judgment and decision-making, and aligning with others based on one's convictions, which require a democratic approach. The World Health Organization defines mental health as "a state of well-being in which the individual realizes their abilities, can cope with the normal stresses of life, can work productively, and is able to contribute to their community" (El Youbi, 2021, p22).

In light of the above, it is evident that individuals differ in their characteristics and in how they deal with events and problems they encounter. For an individual to possess the ability to confront these problems, cope with pressures, shocking events, and difficult circumstances, a level of psychological resilience is necessary. This resilience enables them to adapt to stressful events they experience and confront them effectively, thereby reducing their negative effects that could otherwise affect the individual's life trajectory. Psychological resilience also facilitates achieving personal happiness and, consequently, a level of life satisfaction and adaptation to work conditions.

Job Satisfaction:

The human element is considered the primary pillar of success for organizations in achieving their goals. Therefore, it is essential to increase attention to it, work on satisfying it, and achieve its objectives. There has been a prevailing belief in certain cases that individuals are compelled to work regardless of their satisfaction or dissatisfaction with their job. This belief has led to neglect of the human element, resulting in a noticeable decrease in employee performance. Therefore, it has become necessary to find a solution to this problem by improving the level of employee satisfaction (Al Khudur, 2021, p8).

Job satisfaction is defined as "the individual's feeling of happiness and contentment during the performance of their work. This is achieved by reconciling what the individual expects with what they actually receive in this job. Job satisfaction is reflected in the components that drive the individual to work, produce, and achieve" (Kurdi et al, 2020, p36).

Gopinath (2020, p13) also defined job satisfaction as "the individual's feeling toward their job or work. Positive feelings lead to job satisfaction, while negative feelings lead to job dissatisfaction."

According to Ben Teri (2016, p20), the key characteristics of job satisfaction can be outlined as follows:

1. Multiple concepts of measurement methods: Many researchers in the field of job satisfaction have pointed to the diversity of definitions and differences around job satisfaction due to the different viewpoints among them.
2. Job satisfaction is viewed as an individual matter: Job satisfaction is often seen as an individual matter, so what may be satisfying for one person may not be satisfying for another. Humans are complex creatures with multiple and varied needs and motivations that vary over time.

3. Job satisfaction relates to various interconnected aspects of human behavior: Due to the complexity and interplay of various aspects of human behavior, patterns of job satisfaction vary from one situation to another and from one study to another. Therefore, studies on job satisfaction may yield conflicting results due to the diverse circumstances under which they were conducted.
4. Job satisfaction is a state of contentment and acceptance: Job satisfaction is characterized by a state of contentment and acceptance resulting from the individual's interaction with the work itself and the work environment, as well as the satisfaction of needs, desires, and aspirations. This feeling of confidence in work leads to loyalty, commitment, and increased effectiveness in performance and productivity to achieve work goals.

Job satisfaction significantly affects the skills and competencies of employees. An organization whose members exhibit a high level of job satisfaction gains a good reputation for attracting talents and skills, especially those that are rare. There is also another importance of job satisfaction through its contribution to increasing the effectiveness and productivity of the organization. In addition, its ability to compete with other organizations by focusing on satisfying the essential needs of employees, which motivates them to work and achieve high-quality outputs that help the organization maintain its market share and reputation among other institutions (Katbi, 2018, p22).

Abu Awad (2017, p28) pointed out the importance of job satisfaction for the employee, the organization, and the community as follows:

Firstly, the importance of job satisfaction for employees: High job satisfaction leads to:

- I. Ability to adapt to the work environment.
- II. Desire for creativity and innovation; when employees feel that all their material needs such as food, drink, housing, and non-material needs such as appreciation, respect, and job security are adequately met, their desire to perform tasks in a distinctive manner increases.
- III. Increase in ambition and progress. Human resources that enjoy job satisfaction are more willing to develop their career prospects.
- IV. Life satisfaction, as the material and non-material benefits provided by the job help employees meet life's demands.

Secondly, the importance of job satisfaction for the organization: Increased employee satisfaction positively affects the organization in the following ways:

- a. Increased efficiency and effectiveness, as job satisfaction makes employees more focused on their work.
- b. Increase in productivity, as job satisfaction creates a desire for employees to achieve and improve performance.
- c. Reduction of production costs, as job satisfaction contributes significantly to reducing absenteeism rates, strikes, complaints, and others.
- d. Increase in loyalty to the organization, as the more employees feel that their job satisfies their material and non-material needs, the stronger their attachment to the organization.

Thirdly, the importance of job satisfaction for the community: Increased employee satisfaction positively affects the community in the following ways:

1. Increased production rates and achieving economic efficiency.
2. Increase in growth and development rates for the community.

Related Literature:

The study conducted by Al-Youbi and Clinton (2021) aimed to identify the level of psychological resilience and its relationship with occupational stress among a sample of working mothers in the field of remote teaching during the COVID-19 pandemic. The study also aimed to identify differences in the variables of psychological resilience and occupational stress according to certain variables (age,

nature of work). The study adopted a descriptive-correlational methodology and the sample consisted of 209 working mothers. Surveys were distributed to collect information. The results of the study showed that there is a moderate level of psychological resilience among the mothers, and there is a significant inverse correlation between psychological resilience and occupational stress among the sample. Furthermore, the study revealed significant statistical differences in the level of resilience attributed to the variables of age and nature of work.

Moreover, the study of Hou et al (2020) aimed to demonstrate the impact of job satisfaction and Psychological resilience on job performance among residents in standardized residency training: a national study in China. A national survey was conducted among Chinese residents to evaluate the influence of job satisfaction and Psychological resilience on job performance. There were (1146) residents from (9) hospitals in this study. Demographic and work-related information, job satisfaction, Psychological resilience, and job performance were collected through questionnaires. The results indicated a correlation between job satisfaction and Psychological resilience, and a positive effect of job satisfaction and Psychological resilience on job performance.

Another study conducted by Öksüz et al (2019) aimed to investigate Psychological resilience among nurses and the factors that contribute to Psychological resilience and its relationship to perceptions of social support and job satisfaction. A descriptive study was conducted on a sample of (242) nurses working in three public hospitals in Turkey. Data were collected using a descriptive data form, the resilience scale, the multidimensional scale of social support, and the job satisfaction scale. The results revealed a positive correlation between nurses' Psychological resilience, social support, and job satisfaction. The results also indicated a moderate level of both variables among nurses at public hospitals in Turkey.

The study of Voljoen (2015) aimed to reveal the possibility of a relationship between academic commitment and Psychological resilience in the context of higher education at the University of Pretoria. The sample consisted of (45) male and female adult higher education students, whose ages ranged between (17-22) years. To achieve the objectives of the study, two survey tools were used: the Psychological resilience Scale for Adolescents in Adolescence and the Academic Commitment Scale. The results indicated that there is a link between academic commitment and Psychological resilience among students at the University of Pretoria. It was also found that achievement orientation is closely related to resilience and social support. The results also indicated that there are differences in Psychological resilience and academic commitment due to gender and in favor of females.

Methodology:

This study employed the descriptive-analytical methodology, which is considered one of the most widely used scientific approaches in human and psychological studies. It is the most suitable method for achieving the study's objectives. The descriptive method was utilized to describe the variables of the study (Psychological resilience and job satisfaction) theoretically, as well as to describe them through the responses of the sample individuals to the study tool. This helped in determining the levels of Psychological resilience and job satisfaction among healthcare practitioners at Taif hospitals. As for the analytical method, it was utilized to ascertain the relationship between Psychological resilience and job satisfaction among healthcare practitioners at Taif hospitals.

Study Population and Sample:

The study was conducted in hospitals located in the Taif governorate. The population of the study comprised all healthcare practitioners in those hospitals. Due to the difficulty of enumerating their numbers by the researcher, a sample was selected using simple random sampling. Two hundred electronic questionnaires were distributed to healthcare practitioners, with responses received from 167 healthcare practitioners. After scrutinizing the responses, 8 invalid responses were excluded from statistical analysis. Thus, the number of valid questionnaires for statistical analysis amounted to 159, representing 77.5% of the total distributed questionnaires. The following table illustrates the distribution of the study sample according to demographic variables:

Table (1) Distribution of sample members according to demographic variables

Variables	Category	Frequency	Percentage %
Gender	Male	78	49.1
	Female	81	50.9
	Total	159	100
Qualification	Intermediate diploma or less	44	27.7
	Bachelor's	84	52.8
	Master's	20	12.6
	Ph.D.	11	6.9
	Total	159	100
Experience	Less than 5 years	40	25.2
	5-10 years	53	33.3
	More than 10 years	66	41.5
	Total	159	100

Table (1) indicates that females constitute the highest frequency among the study sample, with 81 healthcare practitioners, representing 50.9% of the sample, while males numbered 78, and accounting for 49.1% of the study sample. Furthermore, Table (1) shows that individuals holding a Bachelor's degree are the most frequent among the study sample, with 84 healthcare practitioners, constituting 52.8% of the sample. On the other hand, individuals with a Doctorate degree were the least frequent, numbering 11 individuals, forming 6.9% of the study sample. Regarding years of experience, healthcare practitioners with more than 10 years of experience were the most frequent, totaling 66 individuals, representing 41.5% of the sample. Conversely, those with less than 5 years of experience were the least frequent, with 40 healthcare practitioners, making up 25.2% of the study sample.

Data Collection:

Two sources were utilized to collect data related to the study:

First, Secondary sources: The researcher relied on a review of scientific literature and previous studies on the topic of the study and its variables. This involved consulting books, published peer-reviewed research, journals, theses, dissertations, and official websites, regarding the variables of the study and constructing its theoretical framework.

Second, Primary sources: These are the data collected by the researcher through the development of the study tool, represented by a specific questionnaire distributed to the members of the study sample (healthcare practitioners in the hospitals of Taif Province). This was done to obtain their opinions on the dimensions of the study.

The Study Tool:

Previous relevant studies were relied upon in developing a questionnaire to collect data. The questionnaire consisted of three main parts:

Part One: This part pertained to the demographic variables of the study sample and included (gender, educational qualification, experience).

Part Two: This part consisted of 27 items to measure the Psychological resilience variable distributed across its dimensions (emotional dimension (9 items), cognitive dimension (9 items), social dimension (9 items)).

Part Three: This part comprised 59 items to measure the job satisfaction variable.

The Validity of the Tool:

After the researcher prepared the study tool, it was presented to experts and university professors to assess its suitability for achieving the study objectives. The aim was to ensure its validity in measuring what it was intended to measure, the alignment of items with their respective dimensions, the clarity of items, and the linguistic correctness of terminologies. Suggestions for any necessary modifications or additions that could enrich the study were also sought. The feedback received from the experts regarding the study tool was considered, and adjustments, deletions, and additions were made to the items until the tool reached its final form, as depicted in Appendix 1 of the study.

The Reliability of the Tool:

This test demonstrates the reliability of the tool used in the study, indicating its validity and accuracy in assessment. The internal consistency test, specifically Cronbach's Alpha coefficient, was employed to measure the consistency of respondents' answers to all items in the tool. The Cronbach's Alpha coefficient ranges between (0 and 1), where higher values indicate higher reliability. A coefficient value of 0.70 and above is considered acceptable (Sekaran & Bougie, 2016). The following table illustrates the test results:

Table (2) Cronbach's Alpha Reliability Coefficients

No.	Dimension	Number of Items	Cronbach's Alpha Coefficient
1	The emotional dimension	9	0.875
2	The mental dimension	9	0.891
3	Social dimension	9	0.845
Psychological resilience as a whole		27	0.931
Job satisfaction as a whole		59	0.952

From Table (2), it is evident that the Cronbach's Alpha coefficients for the study variables and dimensions ranged between (0.845 and 0.952), all of which are greater than (0.70). This indicates the validity of the instrument in achieving the study's objectives.

The Study Statistical Methods:

The data obtained from the study questionnaire were entered into the Statistical Package for the Social Sciences (SPSS) software for analysis. The following statistical methods were utilized to achieve the study objectives:

- **Cronbach's Alpha coefficient:** To verify the reliability and internal consistency of the study questionnaire
- **Frequencies and percentages:** To analyze the demographic data obtained from the study sample.
- **Means and standard deviations:** To answer the first and second research questions by determining the level of responses from the study sample on the dimensions of the study and measuring the dispersion of responses around their mean.
- **Pearson correlation coefficient:** To address the third research question.

Results related to the study research question:

What is the level of Psychological resilience in its dimensions (emotional, cognitive, and social) among healthcare practitioners at Taif Governorate hospitals?

To answer the first research question, the mean scores and standard deviations were calculated for the study sample's responses to the items of the study tool regarding the dimensions of Psychological resilience. The results are presented below:

Table (3)Mean Scores, Standard Deviations, and Ranks for the Dimensions of the Variable "Psychological resilience"

No.	Dimension	Arithmetic Mean	Standard Deviation	Rank	Level
1	The emotional dimension	3.56	0.79	2	moderate
2	The mental dimension	3.53	0.77	3	moderate
3	Social dimension	3.58	0.67	1	moderate
Psychological resilience as a whole		3.56	0.69	--	moderate

Table (3) illustrates the responses of the study participants regarding the dimensions of the variable "Psychological resilience." The table shows that the overall mean score for the dimensions of the variable "Psychological resilience" among healthcare practitioners in Taif hospitals was (3.56), indicating a moderate level. The mean scores for the dimensions ranged from (3.58 to 3.53). The "Social Dimension" ranked first with a mean score of (3.58) and a standard deviation of (0.67), indicating a moderate level. Following that, the "Emotional Dimension" ranked second with a mean score of (3.56) and a standard deviation of (0.79), also at a moderate level. Lastly, the "Cognitive Dimension" ranked third and last with a mean score of (3.53) and a standard deviation of (0.77), at a moderate level.

Results related to the Second study question:

What is the extent of job satisfaction among health practitioners at Taif Governorate hospitals?

To answer the Second study question, the arithmetic means and standard deviations were calculated for the responses of the study sample regarding the "job satisfaction" items among healthcare practitioners at Taif hospitals. The results are presented below:

Table (4) Arithmetic Means and Standard Deviations for Items of the Variable "Job Satisfaction"

No.	Paragraph	Arithmetic Mean	Standard Deviation	Rank	Level
1	p1	3.38	1.17	37	moderate
2	p2	3.52	1.02	15	moderate
3	p3	3.48	0.92	18	moderate
4	p4	3.70	1.18	3	moderate
5	p5	3.50	1.07	16	moderate
6	p6	3.42	1.14	31	moderate
7	p7	3.34	1.09	44	moderate
8	p8	3.67	1.04	4	moderate
9	p9	3.71	1.08	2	moderate
10	p10	3.43	1.04	26	moderate
11	p11	3.62	0.97	7	moderate
12	p12	3.26	1.04	53	moderate
13	p13	3.27	0.97	52	moderate
14	p14	3.32	1.16	47	moderate
15	p15	3.53	1.02	14	moderate
16	p16	3.43	1.03	27	moderate
17	p17	3.61	1.20	8	moderate
18	p18	3.36	0.94	39	moderate
19	p19	3.31	1.03	49	moderate
20	p20	3.44	1.16	25	moderate
21	p21	3.75	1.21	1	moderate
22	p22	3.31	1.26	50	moderate
23	p23	3.3	1.24	51	moderate
24	p24	3.35	1.25	42	moderate
25	p25	3.41	1.10	33	moderate

26	p26	3.57	1.09	11	moderate
27	p27	3.47	1.12	20	moderate
28	p28	3.25	1.10	56	moderate
29	p29	3.21	1.27	58	moderate
30	p30	3.26	1.24	54	moderate
31	p31	3.25	1.14	57	moderate
32	p32	3.38	1.22	38	moderate
33	p33	3.43	1.13	28	moderate
34	p34	3.43	1.19	29	moderate
35	p35	3.49	1.15	17	moderate
36	p36	3.34	1.24	45	moderate
37	p37	3.42	1.22	32	moderate
38	p38	3.41	1.32	34	moderate
39	p39	3.36	1.21	40	moderate
40	p40	3.57	1.06	12	moderate
41	p41	3.40	1.10	35	moderate
42	p42	3.41	1.04	36	moderate
43	p43	3.34	1.21	46	moderate
44	p44	3.19	1.27	59	moderate
45	p45	3.45	1.18	23	moderate
46	p46	3.48	1.26	19	moderate
47	p47	3.46	1.25	22	moderate
48	p48	3.36	1.16	41	moderate
49	p49	3.60	1.23	9	moderate
50	p50	3.43	1.26	30	moderate
51	p51	3.45	1.14	24	moderate
52	p52	3.55	1.19	13	moderate
53	p53	3.26	1.23	55	moderate
54	p54	3.32	1.23	48	moderate
55	p55	3.35	1.07	43	moderate
56	p56	3.60	1.05	10	moderate
57	p57	3.67	1.10	5	moderate
58	p58	3.63	1.15	6	moderate
59	p59	3.47	1.17	21	moderate
Job satisfaction as a whole		3.44	0.80	-----	moderate

The table (4) indicates that the overall mean of items for the variable "Job Satisfaction" among healthcare practitioners in the hospitals of Taif Governorate was 3.44, indicating a moderate level of job satisfaction. The arithmetic means for the items ranged from 3.75 to 3.19. Item 21, which pertains to "Salary sufficiency to meet my needs," had the highest mean score of 3.75 with a standard deviation of 1.21, indicating a high level of satisfaction. This was followed by item 9, "Opportunities to apply my own opinions and ideas at work," with a mean score of 3.71 and a standard deviation of 1.08, also indicating a high level of satisfaction. Item 44, "Acceptance of constructive criticism by immediate supervisor," had the lowest mean score of 3.19 with a standard deviation of 1.27, indicating a moderate level of satisfaction.

Results related to the Third study question:

Is there a relationship between Psychological resilience and its dimensions (emotional dimension, mental dimension, social dimension) on job satisfaction among health practitioners at Taif Governorate hospitals?

To answer the third research question, Pearson correlation coefficients were computed to determine the relationship between Psychological resilience in its dimensions (emotional dimension, cognitive

dimension, and social dimension) and job satisfaction among healthcare practitioners in Taif hospitals at a significance level of ($0.05 \geq \alpha$). The results are presented below:

Table (5) Pearson correlation coefficient between Psychological resilience and its dimensions and job satisfaction

Dimension		Emotional Dimension	The Mental Dimension	Social Dimension	Psychological resilience	Job Satisfaction
The emotional dimension	Pearson coefficient		.798**	.750**	.920**	.635**
	Statistical significance		.000	.000	.000	.000
The mental dimension	Pearson coefficient			.835**	.946**	.732**
	Statistical significance			.000	.000	.000
Social dimension	Pearson coefficient				.920**	.643**
	Statistical significance				.000	.000
Psychological resilience	Pearson coefficient					.722**
	Statistical significance					.000

The table (5) reveals a statistically significant relationship between Psychological resilience and job satisfaction, with a Pearson correlation coefficient of (0.722) at a significance level of (0.000), indicating a strong relationship. Regarding the dimensions of Psychological resilience, the table demonstrates a statistically significant relationship between all dimensions (emotional, cognitive, social) and job satisfaction, with Pearson correlation coefficients of (0.635, 0.732, 0.643) respectively, at a significance level of (0.000) for all dimensions. These findings are statistically significant at a significance level of ($0.05 \geq \alpha$).

Discussion:

The results indicated a moderate level of Psychological resilience dimensions among healthcare practitioners in the hospitals of Taif province, with the "social dimension" ranking first, followed by the "emotional dimension" in the second rank. Meanwhile, the "cognitive dimension" ranked third and last. This study's findings are consistent with those of Yubi & Clinton (2021), which also suggested a moderate level of Psychological resilience.

In addition, the results indicated a moderate level for the items of the variable "job satisfaction" among healthcare practitioners in the hospitals of Taif province. The item related to "sufficiency of salary to meet my needs" had the highest mean score, followed by the item concerning "availability of opportunities to apply my own ideas and opinions at work." The item related to "acceptance by the immediate supervisor of constructive criticism" ranked last, with a moderate mean score.

These results indicate a level of satisfaction among practitioners in the hospitals in Taif province, as evidenced by their satisfaction with the level of salaries provided by these hospitals to healthcare practitioners. The satisfaction with meeting the needs and requirements of healthcare practitioners regarding their salaries plays a significant role in generating their psychological satisfaction.

Moreover, the results indicated a statistically significant relationship between all dimensions (emotional, cognitive, and social) and job satisfaction among healthcare practitioners in hospitals in Taif province. This result suggests that there is a positive relationship between Psychological resilience and its dimensions (emotional, cognitive, and social) with job satisfaction. This implies that

the dimensions of Psychological resilience have an impact on the level of job satisfaction among healthcare practitioners.

Recommendation:

Based on the theoretical study, fieldwork, and statistical analysis, the study has reached the following recommendations:

1. Hospital management in the Taif province should prioritize the development of Psychological resilience among healthcare practitioners, as it is closely related to their level of job satisfaction and its achievement.
2. Development of educational programs to provide psychological and moral support to healthcare practitioners in hospitals, along with plans to overcome obstacles to their job satisfaction.
3. Designing counseling programs to support staff in healthcare departments in hospitals, aimed at enhancing their level of Psychological resilience.
4. Attention should be given to meeting all the requirements and needs of healthcare practitioners working in hospitals in the Taif province, in order to maintain their level of job satisfaction.
5. Focus on conducting future studies related to improving the level of Psychological resilience, including its emotional, social, and cognitive dimensions, among healthcare practitioners in hospitals in the Taif province.

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