

The Communicator and Media Work Pressure A Field Study of Workers in the Libyan Media

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Abstract

This analytical descriptive study aimed at identifying the professional pressures which affected workers in the Libyan media and its impact on the daily performance of media workers. The study was conducted on a sample of (353) in the areas of information media (press, radio, television, news agency) in Libya. The study showed a low degree of pressure on workers in the Libyan media; the television workers are the most vulnerable to pressure, compared to other professions. Working conditions may constitute a factor in such a relatively high degree of stress in this profession. So much so that significant statistical differences at 0.05 appeared. Besides, the study also showed significant statistical differences among all occupations (at 0.05)

Key words: Communicator, media work pressures, job load, and job satisfaction

Introductions:

There are many factors which contribute to the occurrence of pressure on the individual. These factors can be classified into two groups: one of which refers to variables or factors related to the working environment, and the other is related to the individual characteristics and experiences. Consistent with the general framework of the current study, our focus was geared towards the specific factors of work environment. This trend was adopted by a large number of studies, may be due to a couple of reasons: the possibility of relatively identifying and measuring variables compared with self variables of workers, and the possibility of changing environmental negative variables if the executive authority in the work organizations wishes- (Patrick, 2003). Most important factors, however, can be limited as follows: work requirements, contradiction of roles, role clarity, increasing job burden (increased excitement), scarcity of job burden (lack of excitement), responsibility for others, lack of social support, absence of participation in business decisions, lack of transparency in the performance evaluation process, physical ergonomics (lighting, ventilation, and temperature. etc.), in addition to changes in various aspects of work. As mentioned in the introduction, our interest stems from trying to avoid negative effects, represented mainly in the phenomenon of psychological burnout as the profession of journalism is usually described as a career of troubles and stress, which includes facing acute competition and pressures to meet the dates of broadcasting and printing, besides, the long working hours, as well as the lack of rewarding salaries. These circumstances and others heap accumulative psychological burns for those working in the media field. And thus, contributing to the worsening of burnout problem among media growing responsibilities entrusted to them in the light of power shrinking granted to them even in the Western societies.

Review of Related Literature

Following is a number of relevant studies, such as:

-Chauvel studied media frameworks as a building of the social reality, and the factors affecting these frameworks, as well as designing a model for the process of framing which includes inputs, processes and outputs of media practice; (2004 Shaver.). The researcher adopted the qualitative methodology in providing critical vision for the study frame. He concluded that the factors affecting the practice of the media workers are: social standards and values, official organizations, the pressures of interest groups, organizations and media practices, and the ideological or political trends of the communicator. The study showed that these factors affect the media practice input within the work of journalism environment in terms of building frames, prioritization, the impact of the framing process on the individual, and the returned echo from the public to the media, in addition, these factors reflect the outputs of practice by influencing public knowledge, attitudes and behavior. The study also showed that journalists like the public are vulnerable to normal frameworks laid down by interest groups or elites and sources of information.

-The study of Weaver and Oelhoat identified causes that lead to complacency and lack of job satisfaction in the field of journalism and media, (Ivan, 2009). The study also pointed out that the level of satisfaction comes as a result of some factors of which are a feeling of autonomy at work by (25%), and career challenging by 20%;

encouraging salaries by (14%), and management and career fellowship by (13%); community service by (13%); working conditions and job security by (5%). The sources of dissatisfaction are represented in the administrative nature of the policies of media organizations by (50%); poor salaries by (50%); lack of promotion opportunities and job reinforces by (20%).

-A study conducted by Johnston, Slawski & Bowman showed that there is a negative impact for the big size of the information organization on the job satisfaction level, (John, 1998). This is due to the fact that a journalist in major newspapers lacks autonomy because the tasks and responsibilities are more specialized and complex and carried out by a large number. In this way, editorial control becomes more centralized and governed by a few people in the supreme editorial administration.

-A study conducted by Ali Bin Shuweil AL Qarni on the phenomenon of burnout and stress in professional media organizations in Saudi Arabia. (Al-Qarni, 2002). The study showed that the level of burnout among media men in Saudi Arabia institutions is ranging between medium and low according to a scale of three-dimensions: emotional stress, apathy and personal achievement. The study shows the average scale scores for all sample members of each dimension. Comparing the results of this study with the overall average for all occupations used by Maslak, we note that the overall average for the sample of this study is the average of burnout for the three dimensions: emotional stress, apathy, and personal achievement. The study measured the impact of a number of institutional and individual variables on the level of performance according to Maslak's scale of psychological burnout. The study showed that burnout degree by media type has almost similar levels among different media types: radio, television, news agency and press in the three dimensions. Despite this similarity, burnout degree of the radio sample is higher than the rest of media on the three-dimensional scale, having in mind that the greater the degree of emotional stress and apathy, the higher is the degree of burnout and vice versa regarding the third dimension of personal achievement, where the lower is the degree, the higher is burnout. As for the apathy dimension, it is clear that scores vary between the different sections. We note that the average degrees of burnout are medium in the editorial management sections, but they are low in the production departments. And degrees of personal achievement of the editorial section are higher than that of their counterparts in the other sections, which means that the editors' feelings of achievement are higher than those at other departments of production and administration.

-Mohammed Abu Hashish studied work environment in the Palestinian newspapers by using a questionnaire, an interview and an observation instruments to gather data. He applied these instruments on $\frac{1}{2}$ journalists belonging to nine daily and weekly Palestinian newspapers. (Abu Hashish, 2004). The researcher divided working environments into three :a) The external environment of political, economic and social conditions surrounding the Palestinian newspapers ,b) The internal environment of press institutions in terms of their administrative, financial , ideological and political policy of editorial potentials available; and ways of development; c) The communicator special conditions regarding his traits ,culture, ideology and professionalism. This study concluded that the professional practice of communicator in the Palestinian newspapers is significantly affected by the external environmental conditions, as the communicator falls under threat and temptation of senior officials, security men and the Palestinian political money, as well as the repression Israeli occupation. The communicator personal-environment continues to be affected by the absence of security and protection, and not comprehending the special organizations at the Press Syndicate, and professional pressure from their superiors in the newspaper.

The most important aspects of previous studies can be identified as follows:

-Making use of field studies methodology adopted by most studies, and benefiting from methods and instruments used to measure the variables, in addition to the optimal use of statistical methods to get results, which enriched this study and deepened its implications in the context of the various relationships between the study variables. Those studies also benefited in the development of the questionnaire and in comparing the results of the study with that of other studies.

First: Problem the study:

As a result of growing interest in the human element inputs in the areas of work on the one hand, and the scarcity of research and studies on this subject, on the other hand, particularly in the Arab countries; both researchers have felt the need for studying the phenomenon of work pressures faced by workers in the Libyan media. The main problem of the study can be referred to as studying and getting acquainted with work pressures faced by the communicator in some professions in the Libyan society; and the impact of these pressures on his media work performance.

Second: Objectives of the study:

This study sought to achieve the following goals:

1. Identifying and comparing the degree of pressure faced by media professionals in their field.
2. Recognizing the physiological and psychological effects related to media work pressures.

Third: Questions and Hypotheses: in the light of the study objectives, the study raised the following questions:

1. To what extent is the communicator exposed to pressure emerging from media work conditions?
2. Are there differences in the degree of pressure faced by the communicator due to the differences between institutions he works for?
3. What is the degree of pressure faced by the communicator in the four professions?
4. To what extent does the communicator in the four professions face pressure taking into account the variables of professional experience, nationality, social status and gender of the study sample?
5. What are the physiological and psychological symptoms associated with the most frequent pressures faced by the communicator in the four professions?

This study started from a set of hypotheses:

1. There are significant statistical differences between professional pressures faced by the communicator in the Libyan media and the type profession he practices in: "the press, radio, TV, and news agency"
2. There are significant differences between the pressures on the existing contact in the Libyan media and professional experience in the field of media.
3. There are significant statistical differences between the pressures faced by the communicator in the Libyan media and his gender "male or female".
4. There are significant statistical differences between the pressures faced by the communicator in the Libyan media and his nationality "Libyan, non- Libyan"
5. There are significant statistical differences between the pressures faced by the communicator in the Libyan media and social status "married or unmarried)

Fourth: Procedures and Methodology

This is a descriptive analytical research that relies on a set of steps, which include collecting , analyzing and interpreting data in order to reach scientific results (Mohammed 1985). Defining the research methodology depends on the nature of subject and the circumstances surrounding it. In the line with the type and nature of our search, we found it is reasonable to adopt the media survey approach by using the sample technique. This approach aimed at recording, analyzing and interpreting the phenomenon in the current situation, after collecting the necessary and sufficient data about its elements through a range of organized measures which specify the data type, sources, and ways of collecting them. (Abdul Hamid, 1992)

To obtain data, both researchers adopted the following procedures:

1. Instrument of the study: Both researchers designed a questionnaire in the light of the study objectives and it was made up of three parts:

- General data: employment, professional experience, nationality, marital status and gender.
- Aspects related to the media profession.
- Items representing different areas of work: work requirements (Job burden), contradiction of roles and the clarity of role, job satisfaction, lack of social support, the extent of participation in business decisions, the physical work environment (noise, heat, etc.)
- **Aspects of evaluation, and the economic or financial return of work.** Three items have been allocated for each area at a graded seven- point scale, where number (1) represented the lowest degree, and number (7) represented the highest degree which expresses the opinion of the respondents in each item. Hence, the response of more than (4) is considered high, while the response of less than (4) is considered low.
- Phrases include some physiological and psychological aspects, which can show the result of various work

pressures .The respondents choose one of the following categories: never, sometimes, often, and always, These phrases are: A feeling of headache, a feeling of anger; a feeling of career insecurity, a feeling stomachache and a feeling backache.

2. Instrument validity: To guarantee the instrument validity, the questionnaire was presented to a jury of professors of media at Bahrain University: (Dr. Ridha Almthani, Dr. Jamal Abdel Azim, and Dr. Kamal Al Gharbi.) In order to determine the validity of the instrument items, members of the study population have been involved to determine the clarity of the items and their relevance to various work aspects.

2. Instrument reliability: reliability was guaranteed in both dimensions, i.e. work field and symptoms by applying the questionnaire on a sample of workers in the Libyan media, (20 individuals out of the sample). This procedure is done by re-applying the questionnaire after 15 days of the first application. The reliability coefficient for the questionnaire of its both dimensions using Pearson equation form was as follows: 1.Areas of work: 91% 2 - Symptoms: 89%.

3. Sample of the study: 353 workers of the media profession participated in the study from “February newspaper which belongs to the commission of press promotion, Libya radio, Libyan news agency, national channel of Libya.” The intentional sample was chosen from intentional editors and journalists working in selected institutions as follows:

- I. Libya's national channel: 162 of broadcasters, editors and program makers. (3 unreturned).
- II. February Newspaper: 78 journalists and program makers. (2 unreturned).
- III. Libya News agency: 73 journalists (2 undeceived).
- IV. Libya Radio: 40 editors, broadcasters and program makers. (5 unreturned).

Table No. I

Distribution of the sample according to profession

Profession	Press	TV	News Agency	Radio
Number	78	162	73	40
Percentages	22%	45.8%	20.6%	%11.3

2. Statistical treatment:

1. Averages and standard deviations were obtained for each item and each of the nine areas covered by the questionnaire for the purpose of comparison between the professions in the degree of pressure in general, as well as for each of the nine areas.

2- Analysis of Variance (ANOVA) was used to determine the differences between professions , fields , experience variables and T. Test for comparison between the averages even variables per profession.

3- Differences between the various variables of the study were identified according to the averages in each item and field, so higher grade points to the biggest degree of pressure while the minimum degree refers to the lowest degree of pressure; as the items of the questionnaire are designed to indicate that the highest degree is the degree of pressure, and so on.

4- .Regarding the part related to psychological and physical symptoms, reliance was on the percentage of frequencies of psychological and physical symptoms contained in the questionnaire.

Theoretical Framework: The Concept of Communicator:

Communication is flowing of information through multimedia circles according to intervening systems starting with intentional or coincidence collection of information then storing, interpreting and returning it manufactured according to an intellectual scale and return it to the two parties of the message, and such information constitutes a part of the cognitive map. The communicative process begins by the communicator as an individual, group or media organizations, or all of the categories that were mentioned or unmentioned. The communicator usually has a philosophy and objectives for approval and seeks to provide his message to the public, moving within a social , economic and intellectual context to organize messages on the one hand, and consistent with the objectives on the other hand . (Abu Isba’ , 2008). This process is consistent with the policies of the society. The communication process goes through a range of stages. Many scientists and researchers presented many models which illustrate the course of that process.

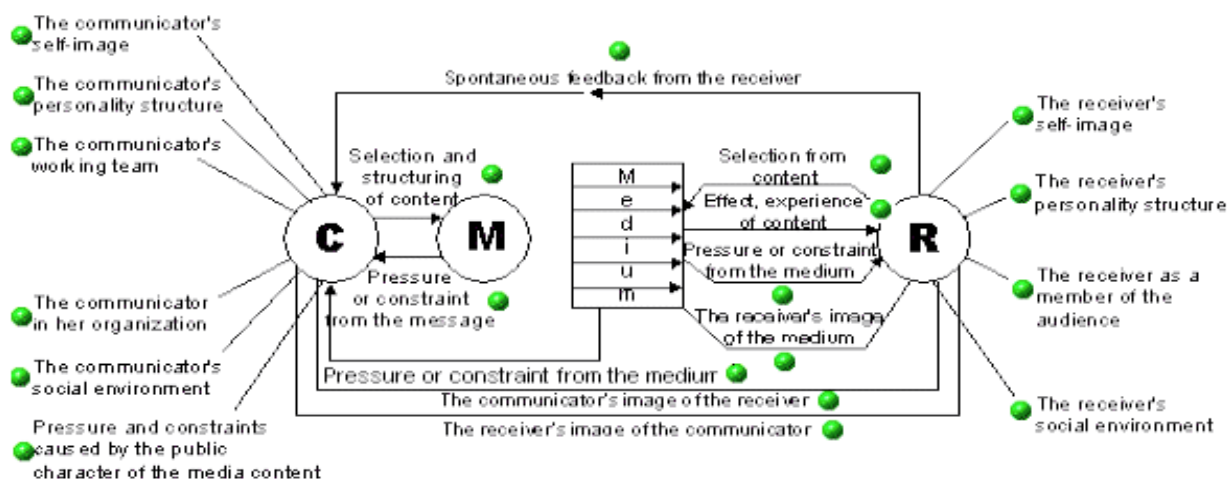
Kurt Lewin study was the first to focus on the explanation of the role of the (communicator) in 1938. It gave attention to this category of communicators. In this study the researcher showed interest in studying small groups, and their relationship with the decision-making, individual and collective behavior factors, whether in the community, in the media organization or in the audience. In addition to the social, ethical, professional, creative processes and other aspects that have relationship with the communicator (Abdul Rahman, 2006), having in mind that this study deals with the pressures imposed on the communicator in the daily press.

The communicator in general is the one who decides what the public prefers to read without deleting or adding.

-The communicator is the person who starts the dialogue by forming ideas in symbols to express the message which he means. These symbols form a message to the audience using methods adapted to suit the audience intended. If the communicator succeeds in the selecting the appropriate symbols to express his thoughts clearly and accurately, taking the appropriate means to deliver those messages, he can put his foot on the right path (Makkawi, 2003). These are the affecting factors that achieve his objectives.

- The communicator is the person who starts the process of an open direction communication with the other party (receiver) to achieve the objectives set by his message, which he seeks to deliver through a certain way to the public, and he wants to be received in the same concept and to achieve the desired goal, through the common experience of the communicator and the target audience. (AL Tai, 2009), this is scientifically known as semantic framework.

It could be argued that communicator is a person who contributes to the advancement of the society through constructive criticism that defends the public interest in the context of professionalism according to an intellectual, artistic and creative vision which places the general interest of the community before any other considerations.

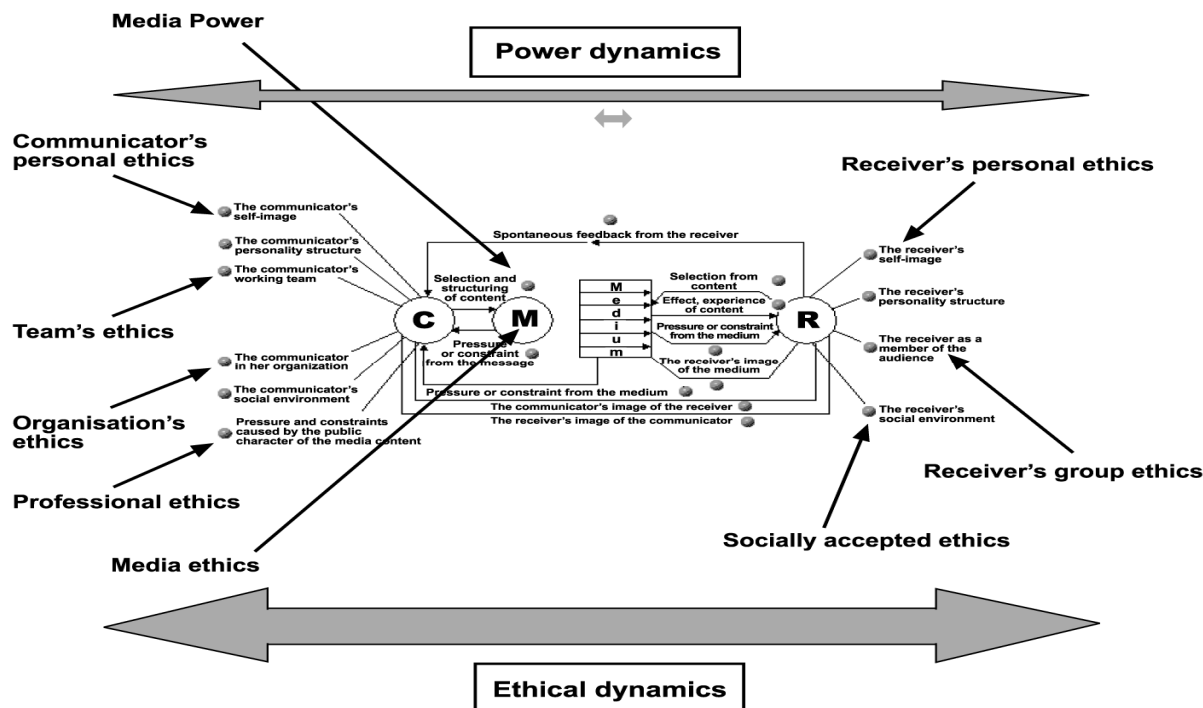


Denis Mc, 1993) **Field model of mass communication. Maletzke Model**

Maletzke's model of the mass communication process is extremely useful because of its comprehensiveness and the complex interaction of the factors at play. The self-image of the communicator corresponds with that of the receiver. Both act upon and are influenced by the Message which is itself constrained by the dictates of the Medium chosen. To add to the complexity, the message is influenced by the communicator's image of the receiver's image of the communicator. Maletzke's model suggests that in the communication process, many shoulders are being looked over. The more the shoulders, the more compromises, the more adjustments. (Watson, James, 2008)

Thus not only is the communicator taking into due regard the medium and the nature of the audience, and perceiving these things through the filter of self-image and personality structure, he or she is also keenly responsive to other factors - the communication team, with its own special set of values and professional practices. Beyond the team, there is the organization which in turn has to look over its shoulder towards government or the general public. Just as the communicator is a member of a team within an organizational environment, so the receiver is part of a larger context of reception. He or she is subject to influences other than the media message. Those influences may start in the living room of a family home, and the influencers might

be the viewer's or reader's family, but there are contextual influences beyond that - in the pub, at work, in the community. The complexity suggests an almost limitless interaction of variables which indicates the enormous difficulty faced by research into mass media and its effects. (Defleur, 1982).



The relationship between authority dynamics and moral dynamics showed in the form of Watson, James. (2008), Maletzke.

1. **Influential standards affecting the communicator:** Many specialists agree on the existence of a number of limitations and professional standards, which greatly affect the communicator while doing his work. These standards are divided into:

Community standards: The social system is considered as one of the systems that have a strong impact on the communicators. The Researcher "Warren Braid" believes that in some cases the communicator may not provide complete coverage of the events around him due to his sense of social responsibility and to preserving some of the individual or community virtues (Makkawi, 1998)

several studies were conducted, including a study by "Warren Braid" on the impact of social forces on the communicator as one of the most important elements that contributes in the selection process. He used the functional analysis method to show how to determine the selection process, deletion, or marginalization for a range of topics and issues that believed to have threatened the social and cultural order. The media were analyzed as social and cultural variables and situations which the media face the problem of publishing the content of what may affect the community trends. The study concluded that the communicator does not hesitate to hide any subject which may cause a rift in one of the constituent parts of the society or make any internal crack, as the media help to achieve cultural and social agreement by broadcasting their messages, and thus deleting or burying or changing some news in some cases can cause damage within the community entity is required by the public interest. Some studies, however, have concluded that most of the deleted topics are of a political and economic nature, especially in times of crisis. (Rashti, 1978))

I. The public affect the communicator as he affects the public itself. This effect has a circular shape where we find it difficult to determine the beginning and end of this mutual effect. The message he presents expresses the reactions of the public, therefore the audience always plays a positive role in the communication process. "Raymond Bauer" stressed that the type of audience the communicator addresses has a significant impact on the method of selection of content and organization. The media should satisfy their audiences in order to achieve its objectives. The public must be well known through research and scientific studies. "(Hough, 1991).

A. The communicator self criteria: The characteristics and personal traits affect the communicator's work and information he presents. These factors are mainly represented in "sex, age, income, social class, education, intellectual and ideological affiliations, and self- awareness". An affiliation is one of the personal limitations of the character because it affects the way you think and interact with the world around the communicator. The educational, social, political, economic groups serve as groups of reference; the communicator shares their members of the motives, psychological tendencies and trends, and highlights their values in making decisions and carrying out a certain behavior. Experts care about semantic framework and stored experiences for the communicator which affect his ideas and beliefs and defines what should and what should not be done. These experiences caused influential and diverged effects which affects self agenda, and he becomes one of the most important metrics that defines objectives, in addition, there is a factor of "how", which the communicator sees himself within the media organization whether he is a translator, interpreter or teacher to the public. (Jacques, 2001).

B. Professional standards: In some cases, the communicator is exposed to a range of professional pressures that affect his work and lead to compatibility with the policy pursued by the media organization to which he belongs, and among these pressures are the following:

II. Media Organization Policy: The action pursued by the media organization represents pressure on the communicator, and requires him to pursue a particular professional thought. His vision may be inconsistent with the subject. Pressure can be divided into: external and internal factors. The interior factors refer to the social system of the communicator, and the extent to which institution is connected with certain interests. As well as a proprietary system, methods of control, management systems and pressure production. All of these factors play an important role in the content form submitted to the public, and ends up with the communicator until he becomes part of the public entity of the institution, and thus we find that the communicator does not reflect ideas, but he expresses the ideas of Media organization. He may try, in some cases, if he masters his career, to impose his views, but he may not be able to pass what he wants. As a result, he resorts to evasion, estimation or .borrowing ... etc. (Windahl ,2009)

III. Source of Information: Many studies on journalists have proved the impact of journal sources strength to the extent that they fully confine journalists emphasizing that a journalist attempt to become independent from news sources becomes a very hard process. The effects of news sources include professional news and values and these effects direct attention to particular news rather than others.

IV. Labor relations and pressure: researchers agree that working relationship put its mark on the communicator where he draws social interactive through his relationship with colleagues. They unite with each others within the group, and deal with the outside world through their personal feeling within the group; this makes the journalist significantly dependent on the group and its moral support. (Singltene, 1999)

The Study Results:

1: The exposure of workers in the journalism profession, television, news agencies and radio for pressures resulting from working conditions in general.

Table No. (2) Shows means and standard deviations for the degree of pressure for each profession

Standard Deviations	Averages	Profession
1.239	2.838	Journalism
1.66	3.179	Television
829	2.476	News Agency
747	2.974	Radio

Table No. (2) Shows -as the means indicate- that the television profession is one of the most vulnerable professions, and in the first place of an average of 3,179, and a standard deviation of 1.66. In the second place came the radio profession with an average of 2.974 and a standard deviation of 747, then the press and finally News Agency.

2: Whether there are differences in the degree of pressure on workers in each profession, the press, television, radio news agency.

Table No. (3) Shows a Summary of the results of analysis of variance for the degree of pressure in the four professions

Level of Significance	F. Value	Average of Squares	Temperature Degrees	Total of Squares	Source of Variation
00.05	6.489	6.988	3	20.960	Among the professions (groups)
-	-	1.076	385	306.900	Inside the professions (groups)
-	-	-	288	327.865	Total

3. The results of the analysis of variance in (Table No.3): show that there are significant statistical differences between a TV profession and news agency despite differences in averages between the four professions as indicated in the table No. (2) above.

Table No. (4): shows averages, F value and the significant statistical differences between professions in the light of the nine areas.

Variation among Professions	F. Value	Radio	News Agency	Television	Press	Profession
						Fields
Television × Press	482	2.643	2.700	2.700	2.521	1
Television× News Agency	7.193	1.724	2.622	2.622	2.158	2
News Agency×Press	5.173	1.819	2.621	2.621	2.584	3
News Agency× Television	9,761	2,338	3,252	3,252	3,030	4
News Agency×Radio	6,323	2,162	3,209	3,209	2,926	5
Television × Agency News	9,133	2,753	3,913	3,913	3,577	6
News Agency× Press	3,070	2,583	3,108	3,108	2,747	7
Television×Radio	2,372	2,435	2,805	2,805	2,342	8
Radio× Television	3,065	4,050	3,634	3,634	3,786	9
News Agency× Television	6,389	2,479	3,179	3,179	2,838	-

A Summary of variation results for the differences between areas of the four professions.

4: Table No. (4) shows that significant differences appear between the professions of television and news agency taking into consideration the respondents' answers in general, but when the questionnaire classifies the nine areas, significant statistical differences appeared among all occupations in almost six areas. These areas and the differences between professions are as follows: conflict of roles, the clarity of roles, career routines, the lack of support / social cohesion, participation in decision making, and the financial return.

5: The extent at which the workers in the four professions are exposed to pressure, taking into account the variables of professional experience, nationality, social status and gender of the study sample. Tables (5-6) show the differences in the degree of pressure in the four professions taking into consideration the variables of professional experience, nationality, marital status and sex.

Table No. 5: Shows the results of analysis of variance of the amount of pressure in the four professions in the light of professional experience.

Significant Differences	F. Value	Means(Professional Experience)			Profession
		10 years or more	5-9 years	Less than 5 years	
2×3*	4.324	2.717	3.972	2.296	Press
	567	3.061	3.206	3.310	Television
	2.262	2.251	2.701	2.673	News Agency
	461	2.574	3.114	2.947	Radio

Significant differences between professional experience categories (2) and (3).

The results of analysis shown in the table above indicate that there are significant differences in the degree of exposure to the pressure in the light of years of experience in the profession of journalism only. This difference is limited to the group with extended experience from 5-9 years and the category whose professional experience exceeds 10 years. It is also noticeable the relatively high averages of the experienced group between 5-9 years in all professions.

Table No. (6): shows that there are no significant statistical differences among workers regarding nationality except in news agency profession, where we find the highest degrees of pressure between Libyans compared to non-Libyans.

Table No. (6): shows Means, standard deviations, and t values for significant differences in every profession in the light of Sex, social status and sex.

Radio			News Agency			Television			Press			Field
T. Value	Standard Deviation	Mean	T. Value	Standard Deviation	Mean	T. Value	Standard Deviation	Mean	T. Value	Standard Deviation	Mean	Variables
.078	.763	3.00	*4.9	.79	2.99	.8	.00	4.0	1.0	1.36	3.3	Libyans
-	.28	2.57	-	.62	2.09	-	1.06	3.1	--	1.23	2.7	Non-Libyans.
.36	.69	2.94	1.64	.81	2.37	.0	1.14	3.1	.14	1.25	2.8	Married
0.36	.90	3.048	-	.83	2.76		.95	.19		1.38	1.7	Single
-	.00	3.66	*2.1	.69	2.15	.8	.94	3.3	1.0	1.25	2.9	Male
.94	.74	2.95	-	.852	2.62		1.08	3.1	-	1.66	2.0	Female

* Significance at the level of .05.

The same is true in the case of variable marital status and sex variable, which did not show statistically significant differences, except in the area of sex variable in news agency career, where the females tend to be more exposed to pressure. In general, however, males tend to be more vulnerable to pressure compared to females

6: Physiological and psychological symptoms most frequently associated with the pressures of the employees in the four professions. The respondents' answers which contained within categories (never, rarely, and sometimes) were excluded as significant responses. Although the majority of responses were listed under the category of (sometimes), 140 of the sample or (43%) said they sometimes suffer from (headache), and 170 of the male sample, or (52 %,) said that they sometimes suffer from fatigue. Accordingly, the researcher decided to rely on the categories of (often and always). Within this framework, the researcher assumes that percentages which exceed 20% is considered significant with respect to variables related to psychological and physiological symptoms.

The following table shows percentages taken into account for the recurrence of symptoms and the most representative profession

Table No. (7) shows number and percentage of symptoms recurrence and the most representative profession.

The Most Representative Profession	Percentage	Number	Variable
Television	22.4	79	A feeling of fatigue
Television-Press	20.2	71	A feeling of job insecurity

The table above shows that the variables (fatigue and job insecurity) can both be considered significant among the ten variables (depending on the criterion mentioned). The workers in TV occupations are the most vulnerable to these two variables, shared by workers in the journalism profession with regard to job insecurity variable.

Seventh: Discussion of Results:

The study aimed to identify the extent of the pressures that can workers be exposed to in the profession of journalism, television, news agency and radio in Libya in general, in the light of professional experience, nationality, sex, and marital status variables. In addition, the study aimed to identify the extent of workers' suffering from some physical and psychological symptoms, which are associated with pressures resulting from working conditions.

The results of the study referred to the absence of a high degree of stress among workers in the four professions in general, as shown in Table 2, which shows the means and standard deviations for the amount of pressure in each profession.

The table indicates that workers in the profession of television are the most vulnerable to the pressures compared to professions of the other three with a mean of (3,179), while this mean is not considered meaningful (the first high) if taking into account the seven alternatives from which the participant in the study chose his response, and according to the lower and upper limits of pressure as defined by the study. The result referred to is unexpected in the researcher's opinion due to the following two considerations:

1- Studies and Researches refer to the presence of pressure in these professions, such as the study of Chauvel that refers to the significant role played by the profession pressures on media practice in the media work environment, (2004 Shaver,). The workers in these occupations are subject to many effects associated with the nature of work conditions that may lead to the creation of pressures, suffering, stress which may eventually lead to so-called attrition or burnout. This issue seems logical if we take into account the nature of these works which require effort of a special nature. In many cases, this effort lacks reinforcement which may produce a sense of job dissatisfaction and the worker feels that he is unable to control his output work, or fails to obtain the expected results. This issue seems clear in the profession of journalism.

2 - The results of the study are unexpected according to the views and attitudes of many workers in these occupations during open meetings and dialogues with them, (TV and press), where these views indicate that there is no job satisfaction resulting from fatigue, in addition to other factors that affect their job performance, as is the case, for example, of job insecurity. However, unexpected results are contrary to previous studies of which Weaver and Oelhoat study showed that 50% of workers in the media and the press believe that one of the reasons for job dissatisfaction is the administrative policies of the media institution, and that 50% of workers in the capital of press and media attribute job dissatisfaction to low salaries, while job security came in a low rank by 5%, (Ivan, 2009). This brings us to some of the assumptions through which we can interpret the results of this study.

I. Unexpected results can be explained according to what usually observed as a tendency to select medium responses by individuals with internal sense of wrong choice. This could be a kind of (mechanism), which provides a bit of psychological comfort to some individuals who avoid extreme responses. If this assumption is true, it can be argued that the results of this study are a reflection of this assumption.

II. The unexpected results may be natural, and truly reflect the views of workers in the four professions, in the sense that workers in these occupations are not exposed directly to pressures of work. It is true that they show dissatisfaction on several occasions, but that may not be subjected to pressure ,or at least they are not subjected to pressure the way or amount which workers in Western countries are exposed to in these occupations, as it is pointed out in the study by the Johnston, Slawski & Bowman which showed that the big size of the media foundation affect negatively job satisfaction of the communicator in media foundations (John,1998).in addition

to the study by Weaver and Oelhoat which showed that 50% of workers in media and press believe that reasons for job dissatisfaction are due to administrative policies of media foundations, (Ivan, 2009) .Work policy and laws vary in the Arab societies from those of Western societies. There are the number of working hours variables, or more specifically hours of production, accountability and control to bear work responsibilities, such variables although they have positive impact on productivity and quality, but they may create a situation which helps in the emergence of tension and pressure, unless faced by procedures which reduce the likelihood of the emergence of these pressures. The absence of such variables within the work environment in the Arab societies may reduce the chances of exposure to pressure.

In spite of low degree of pressure in general - as mentioned above –it can be seen from Table No. (2) that workers in the television profession are the most vulnerable to pressure compared to those in other professions. May be working conditions already referred to ,namely; (job insecurity....) is a factor in such a relatively high degree of stress in this profession; so a significant statistical difference appears at 0.05 in table No. 3 among professions in the degree of exposure to pressure. This difference was confined to TV and news agency careers in the sense that workers in the first profession are the most vulnerable to pressure. It seems normal when comparing working conditions of television with the working conditions of a journalist or news agency representative. When analyzing the results of the study with regard to pressures in the light of the nine fields that make up the study questionnaire, significant statistical differences emerged among all occupations (at 0.05), in six of the nine fields.

5- This means that there is no difference in the degree of exposure to the pressures in general except between television and news agency careers, when compared to these professions with each other in the degree of exposure to the pressure in the light of the nine areas, significant differences emerged among all occupations in the following six areas: (a conflict of roles - the clarity of roles - career routine - the lack of support and social cohesion in the work - participation in decision-making - financial return) this comes consistent with the results of the study conducted by Weaver and Oelhoat which showed that the sources of dissatisfaction in the Press and media careers came from low salaries (50%), and lack of promotion opportunities and job reinforces by (20%). (Ivan, 2009)

Table (4) shows that means which refer to pressure in most of the six areas seems high compared with the other three areas, and the general means of pressures for each profession. The mean of areas almost reaches a medium degree of exposure to pressure. The table also shows that lack of participation in decision-making, for example, had relatively high degrees in journalism of (3.57), TV (3.91), radio (3.08), though it was low in news agency career. The same applies to financial returns as high means relatively indicate a type of dissatisfaction, but that is worth noting that although means were high in all professions, they are higher in the news agency and radio professions,(4.06 - 4.05, respectively). The analysis indicates that there are significant differences at (0.05) between the professions of radio and television. Difference in the means and the relative height among workers in the news agency and radio are probably due to the fact that workers in these professions do not enjoy the promotion required as a feature to improve their performance.

In addition to the previous areas among careers, there appears a conflict of roles though the means were low. This difference is confined to television and news agency (1.72 - 2.62, respectively).This is true for the areas of (career routines) and (lack of support and social cohesion), where we find that the significant differences are confined to TV and news agency careers which is consistent with the overall results in the degree of exposure to the pressure between the two professions referred to. The average degree of pressure increases in the profession of television and news agency. The analysis also showed significant differences between the news agency on one hand and journalism, television and radio professions in the field of (clarity of roles). The average score of pressure in the news agency was the lowest.

One can say that the effects of certain areas (the six areas mentioned) seem clearer in the workers feeling of pressure in the four professions; at the same time they are considered more discriminating among professions with regard to feeling of pressures. This phenomenon requires a deeper study in these areas.

Among the objectives sought by the study attempt was to identify the differences in the degree of pressure that can appear in a career when taking into account professional experience, gender, nationality, social status; in other words, the study tried to indicate whether the experience spent by the individual in the profession, as well as his nationality, gender, marital status, can have an impact on the extent of exposure to pressures of work in the four professions.

Table No. (5) shows the professional experience variables, the only difference between the workers involved in the profession of journalism. This significant difference which is at (0.05) has been limited to the difference between people who have experience extending from 5 to 9 years, and who have experience of more than ten years (i.e. category 2 - 3). But no difference appeared among workers in other occupations as a result of professional experience variable. The results of analysis of responses did not show any differences between workers within the professions in the light of nationality, sex and marital status variables, (Table 6), with the exception of workers in the news agency where results indicated the presence of significant differences between them.

There are differences between males and females in the degree of exposure to stress in the same profession. It is right to believe that the difference in the degree of exposure to pressure between Libyans and non-Libyans is due to the Libyans' feeling they have the right for better privileges compared to non-Libyans. The reason may reside in the non-Libyans satisfaction of what they gain, but this satisfaction may not be available for the Libyans. It is noticeable that the Libyan workers have the highest means in the degree of pressure compared to non-Libyans in all professions although the differences were not statistically significant. The relative number of Libyans in certain professions (TV and the press) may also have impact on the results.

Regarding variation in the degree of exposure to the pressure in the light of sex (Table 6), females are exposed to higher levels of stress than males (in all professions). This finding can be looked at as a natural result of obligations and responsibilities carried out by female as well as work responsibilities. In any case, it is important to recall that the scores obtained are pressure averages as we mentioned earlier. The differences in the light of the changes within the scope of these differences are just indicators.

The results also indicate that the category of married couples is more vulnerable to pressure than unmarried ones particularly in the occupation of TV and news agency. It seems logical if we tried to explain this issue through married individual's responsibilities within his family, in addition to his responsibilities at work; which could lead to a feeling of relatively higher pressure.

As for the second part of the study, it was intended to identify the extent of what can be produced by the work pressures – if found- of psychological and physiological symptoms. The aim of this part then was to strengthen the effects of pressures of work. However, the overall results – as we noted - did not refer to the existence of such pressures. And can be logically concluded that there is no psychological or physical symptoms, or at least it may be difficult to attribute these symptoms - if found - to the working conditions, though it is also illogical to totally dismiss them. However, it may be appropriate to refer to the results of this part, which are summarized in Table (7). The results indicate the high percentage of frequencies vis a vis fatigue among workers in the TV profession (22.4). The same thing can be true regarding job insecurity in the same profession, as well as in journalism. This result is consistent with the study results in general, where the results indicated a higher degree of stress among workers in the television profession than in their counterparts in other professions, consequently, fatigue workers suffer from in the TV profession is attributed to working conditions. With regard to the growing feeling of insecurity in television and the press careers, it can be interpreted in the light of nationality since a large proportion of technicians in the TV are non-Libyans. It is natural that these people have a feeling of job insecurity because of the laws and regulations governing the work of non-Libyans.

Conclusion

In the light of dealing with the professional relationship which joins the individual with work institutions regarding pressure in the working environment, the result remains consistent with what the researcher believes in, that is providing a suitable environment for the human being while performing his responsibilities. Within this context, pressures remain an impediment to productivity. This fact requires hard work of labor organizations in order to reduce pressure to the lowest possible degree. As mentioned in the writings and studies of those interested in this topic, the factors which help in abating pressure are limited to :clarity of job roles or (business requirements), the suitable job load, lack of role conflict, clarity of responsibilities, the presence of social support, the appropriate work environment in terms of financial aspects, participation in decision making, especially in dealing with individuals on a relatively high degree of scientific training, and financial return that fits adequately with the requirements of life nowadays.

Scientific methodology which aims to identify the various aspects of work environments should be characterized by continuity, and finding ways to fit with the target or targets defined in advance in the study. If necessary to use unusual methods that some of them can be classified within attitudinal research, which focus on dealing with specific work situations and positive solutions for the problems workers in these situations face.

Inputs represented by time, effort and money invested in individuals by the communities to prepare them for various responsibilities justify the increasing interest in the workers' situation in their working environments to ensure a return commensurate with the input, and positively reflected in the services received by beneficiaries of profession services the researchers dealt with in this study, Both researchers consider this study as the beginning of a future effort to shed more light on the relationship between workers and work environments.

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