



Stressors and Coping Strategies in Public Sector Workplaces: A Qualitative Exploration of Moroccan Context

Ahmed Benali¹, Abdelkader Benameur^{2,3}, Zahra El Feghali^{4,5}

¹ Institut Agronomique et Vétérinaire Hassan II

² Mohammed 1st University of Oujda

³ Al Akhawayn University in Ifrane

⁴ Department of Advanced Studies, Mohammed 1st University of Oujda

⁵ Department of Interdisciplinary Studies, Institut Agronomique et Vétérinaire Hassan II

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Correspondence: abenali@yahoo.com

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Author notes

Ahmed Benali is affiliated with Institut Agronomique et Vétérinaire Hassan II and focuses on Psychology research in Africa.

Abdelkader Benameur is affiliated with Mohammed 1st University of Oujda and focuses on Psychology research in Africa.

Zahra El Feghali is affiliated with Department of Advanced Studies, Mohammed 1st University of Oujda and focuses on Psychology research in Africa.

Abstract

Public sector workplaces in Morocco face unique stressors due to government policies, bureaucratic procedures, and societal expectations. This study employed semi-structured interviews with a purposive sample of 30 public sector employees across various departments to understand their experiences and responses to workplace challenges. Participants reported frequent conflicts with bureaucratic systems as the most significant stressor, affecting nearly two-thirds (65%) of respondents. Common coping mechanisms included seeking social support and managing time effectively. Public sector workers in Morocco experience high levels of stress related to bureaucratic systems, which can be mitigated through improved organisational policies and employee assistance programmes. Organizations should implement more efficient administrative processes and provide training on stress management techniques to enhance job satisfaction and productivity. Morocco, Public sector, Stressors, Coping strategies, Occupational psychology

Keywords: Moroccan, Public Sector, Stressors, Coping Strategies, Qualitative Research, Occupational Psychology, Herzberg's Motivation Hygiene Theory

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