



### REVIEWER'S REPORT

Manuscript No.: IJAR-50490

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**Title: LA VIOLENCE AU TRAVAIL ET LA CONSTRUCTION DE L' IDENTITE PROFESSIONNELLE : ETUDE EXPLORATOIRE AUPRES DU PERSONNEL INFIRMIER AU MAROC**

**Recommendation:**

- Accept as it is.....**YES**.....
- Accept after minor revision.....
- Accept after major revision .....
- Do not accept (*Reasons below*) .....

Rating	Excel.	Good	Fair	Poor
Originality	√			
Techn. Quality		√		
Clarity		√		
Significance			√	

**Reviewer's Name:** Dr Aamina

**Reviewer's Decision about Paper:**      **Recommended for Publication.**

**Comments** (*Use additional pages, if required*)

### *Reviewer's Comment / Report*

**General Overview:** This research addresses a critical and timely topic concerning workplace violence in healthcare settings, specifically among nurses in a mother-child hospital in Morocco. The study explores the sources and impacts of psychological violence on the professional identity of nurses, highlighting their working conditions, interactions with patients and visitors, and the resulting consequences on their well-being and professional development. The research is conducted through semi-structured interviews with 17 participants, offering qualitative insights into this complex issue.

**Strengths:**

1. **Relevance of the Topic:** Workplace violence, particularly in the healthcare sector, is a globally recognized issue. The study effectively contextualizes this within the Moroccan healthcare environment, providing valuable perspectives.
2. **Methodological Approach:** The use of semi-structured interviews allows for in-depth exploration of nurses' experiences and perceptions, capturing nuanced insights that quantitative methods might overlook.

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3. **Comprehensive Literature Review:** The introduction and background sections demonstrate a solid engagement with relevant literature, citing key studies that frame the research within broader discussions on occupational hazards in nursing.
4. **Clear Research Objectives:** The study is structured around well-defined research questions that align with the problem statement, facilitating a logical flow from problem identification to analysis.
5. **Impact on Professional Identity:** By linking workplace violence to the construction of professional identity, the study offers a unique perspective that goes beyond immediate physical and psychological harm to long-term career development and job satisfaction.

### Findings and Discussions:

- The research findings emphasize the prevalence of aggression and psychological violence in the workplace, primarily due to demanding professional responsibilities and interactions with patients and visitors.
- The study underscores the adverse effects of such violence, including stress, emotional exhaustion, and potential identity crises among nurses.
- Organizational factors such as workplace climate, administrative burden, and insufficient medical resources are identified as additional stressors that contribute to nurses' vulnerability to violence.
- The study aligns with existing literature on occupational stress and burnout, reinforcing the argument that healthcare institutions must adopt policies to mitigate workplace violence and improve nurses' working conditions.

**Conclusion:** The study effectively highlights the significant challenges faced by nurses in Moroccan hospitals regarding workplace violence. By linking these experiences to professional identity construction, the research provides a meaningful contribution to discussions on occupational health and organizational behavior in the healthcare sector. The findings suggest an urgent need for institutional reforms to improve workplace conditions and support mechanisms for nurses facing workplace violence.

**Final Remarks:** This research presents a well-structured and insightful examination of workplace violence in a critical professional domain. The qualitative approach offers a rich, detailed understanding of the issue, making it a valuable contribution to academic and professional discussions on healthcare work environments.