

Construction and Standardization of Organizational Psycho-Pathologic Diagnostic Test

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Abstract

The main purpose of this research was to construct and standardize an organizational psycho-pathologic diagnostic test among industrial-productive and administrative-serving Organizations in Isfahan city. For this purpose the first organizational psycho-pathologic diagnostic questionnaire was prepared with 148 questions on the basis of preliminary administration on 160 workers (80 from industrial-productive and 80 from administrative-serving Organizations) and theoretical constructions. Then, 1615 operant workers were randomly selected (730 from industrial-productive and 885 from administrative-serving Organizations) and the questionnaire was administered to them. Finally, 56 items were selected for organizational psycho-pathologic diagnostic test on the basis of two criteria including positive correlation with a total score of test and positive factorial load on only one factor. The construct validity of the test was investigated with an exploratory factor analysis and Varimax method of rotation. Six factors were found: dramatic (with 10 questions), depressed (with 16 questions), psychotic (with 11 questions), paranoid (with 7 questions), anxious (with 7 questions), obsessive-compulsive (with 8 questions), organizations. These six factors accounted for 66.683 percent of the total scales variance. Eigen value of this factors were 2.84,2.95,2.01,1.57,1.32 and 1.07. Internal consistency and test-retest reliability showed that the alpha for six sub-scales was .91,.92,.90,.90,.90 and .91 respectively. The split-half coefficients also were.

93,91,92,79,88, and 91 respectively. The result of test-retest showed that timing reliability coefficients of the scale and sub-scales were. 75,58,58,73,50, and 72 and the total was significant ($P < .05$) the total test-retest coefficients also were 62 in addition to evidences related to the validity and reliability questionnaire, statistical standards, such as mean, standard deviation, percentile ranks (from 5 to 95 percentile ranks) and standard scores (such as Z,T and Stanine scores) was also prepared and presented.

Keywords: organizational psycho-pathologic diagnostic test-dramatic organization, depressed organization-psychotic organization, obsessive-compulsive organization, anxious organization.

Predicting the Organizational Commitment and their Components from Seven Personnel and Organizational Variables

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Abstract

The aim of this study was to predict the organizational commitment and their components (i.e. Identificational, Exchange, and Affiliation commitment) from seventeen variables including participation to decision making, organizational citizenship behaviors, job perspective, confidence in supervisor, pay satisfaction, promotion opportunity, internal motivation, supervising quality, desire to remain turnover intention, job attachment, work attachment and satisfaction with supervisor and coworkers. In order to reach the goals of the research, 319 participants (male and female) were randomly selected from a public organization's personnel. Balfour and Wechsler's (1996) scale were used for measurement of the organizational commitment and their components. The validity and reliability of the research instruments were investigated and verified. Stepwise regression analysis was used for data analysis. The results showed that in six steps: job attachment, participation in decision making, pay satisfaction, job perspective, promotion opportunity, and turnover intention were 0.681 multiple correlation coefficient with identificational commitment and they are able to explain 45 percent of this variable variance. The exchange commitment results showed that in six steps: supervision quality, job perspective, job attachment, pay satisfaction, satisfaction with coworkers and desire to remain have 0.658 multiple correlation coefficient with exchange commitment and they are able to explain 42 percent of this variable

variance. For affiliation commitment, the results showed that in six steps: supervision quality, promotion opportunity, participation decision-making, pay satisfaction, desire to remain and satisfaction with coworkers had 0.75 multiple correlation coefficient with affiliation commitment and were able to explain 55 percent of this variable variance. For general organizational commitment, the results in eight steps: supervision quality, desire to remain, promotion opportunity, pay satisfaction, job perspective, satisfaction with coworkers, participation in decision making and job attachment had 0.819 multiple correlation with general organization commitment and they were able to explain 67 percent of this variable variance. Regression equations were also presented for predicting the indentificationa, exchange, affiliation and general organizational commitment.

Keywords: Organizational Commitment, identificational Commitment, Exchange commitment, affiliation commitment, participation in decision making, organizational citizenship behaviors, job perspective, confidence in supervisor, Pay satisfaction, promotion opportunity, internal motivation, supervising quality, desire to remain, turnover intention, job attachment, work attachment, satisfaction with supervisor and coworkers.

A Comparison of Three Methods of Drug, Cognitive and Behavior Therapy in Reducing Depression Among Adolescents

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Abstract

This study was quasi-experimental and the purpose was to compare the effectiveness of three methods of drug, cognitive, and behavior therapy in the reduction of depression in adolescents. The subjects in this research were depressed adolescents aged 13 to 24 referred to two counseling centers in Isfahan. The depressed were those who had acquired a score of 15 or more on Beck Depression Inventory (BDI) and diagnosed as depressed by psychologists and psychiatrists according to DSM-IV-IR criteria. Sixty of the above-mentioned subjects were randomly assigned to four groups of drug, cognitive, behavior therapy and control. The instruments for this research were psychological assessment, Beck's Depression Inventory and Demography Questionnaire. Beck's Depression Inventory was used as the pre and post-test. The drug group received anti-depression drugs such as SSRIs (Fluoxetine, Fluvoxamine, Sertraline) or other drug combinations with increased Lithium with effective doses. The two of cognitive and behavior groups therapy took part in seven sessions of 1.5 hours structured instruction and practice. The control group received no treatment. The variables, age, sex, education and economic status of the subjects were controlled.

To analyze the data, percentages, mean, standard deviation and distribution tables were used. As for inferential statistics, covariance analysis and LSD follow-up test were used to compare the groups in pairs.

The results indicated that the post-test of depression showed a significant difference between the four groups ($P = 0$). However, there was a significant difference between the means depression of each group and the control group ($P = 0$). The effect of each therapy was as follows: drug therapy 17 percent, cognitive therapy 52 percent, and behavior therapy 13 percent. Finally, the results showed that drug, cognitive and behavior therapy were-effective in the reduction-of depression in adolescents.

Keywords: drug therapy, cognitive therapy, behavior therapy, and depression in adolescents.

A Study of Reliability and Validity of Depression-Happiness Scale (DHS)

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Abstract

The main objective in this study was to examine the reliability and validity of Depression-Happiness Scale (DHS). Therefore, a sample of 109 students from Islamic Azad University of Azadshahr was randomly chosen. The reliability of DHS was tested through three methods of Cronbach's alpha, test-retest. The correlation coefficients were (0.93) and (0.79) respectively. The validity of DHS was evaluated through construct validity and administration of both Oxford Happiness Inventory (OHI) and Beck depression Inventory (BDI). A significant positive correlation coefficient of (0.811) emerged between DHS and OHI this correlation for BDI was (-0.727) with ($P < 0.0001$). In general, The Persian Version of Depression-Happiness Scale showed to have fairly acceptable level of reliability and validity.

Keywords: Reliability, Validity, Depression-Happiness Scale (DHS), Oxford Happiness Inventory (OHI), Beck Depression Inventory (BDI).

A Compative Study of the Effect of Behavioral and Cognitive-Behavioral Group Training on Self-Esteem of Esfahan University Dormitory Students

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Abstract

The main pupose of this study was to abtain and compare the effect ot group training utilizing behavioral and cognitive-behavioral techniques on self-esteem of esfahan university students living in dormitory.

The sample of this research consisted of 30 dormitory students, selected by survey and randomly placed in two experimental and control groups. Each group included ten subjects. The instrument utilized was Ellis Pope self-esteem inventory.

The independent variable was an 8 session self-esteem group training utilizing behavioral and cognitive-behavioral techniques for the experimental groups. The result of this study however indicated that: group training utilizing behavioral and cognitive-behavioral techniques has been significantly effective on students' self-esteem ($P < 0.005$) and there were significant difference's between the two techniques ($P < 0.005$).

Keywords: self-esteem, behavioral techniques and cognitve-behavioral.

The Effect of Teaching Mothers Child-Control Skills on Reduced Symptoms of Attention Deficit / Hyper-Activity Disorder (ADHD) in Children and Reduced Depression in Mothers

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Abstract

ADHD causes multiple problems for many students, affecting their cognitive, social, emotional and familial performance and their professional and conjugal performance during adulthood. Furthermore, the parents of children suffering from ADHD experience a great deal of mental pressure and are seen to undergo depression, feeling of restriction, increased frustration, decreased capability and self-confidence as well as conjugal disputes.

The aim of the present work is to study the effect of training parents how to control child's behavior on reduced symptoms of ADHD, improved child's behavior and on decreased proclivity to suffer from depression in the mothers of children suffering from ADHD. For this purpose, 22 students aged 6–11 suffering from ADHD with a history of referrals to the counselling and mental health centers in Sari were selected purposefully on the basis of clinical interviews and their responses on SNAP-IV questionnaire.

Subsequently, the sample subjects were matched for age, gender, and education and randomly assigned to experimental and control groups. On the sessions training for child-control skills within the experimental group, only mothers were trained for 14 hours in accordance with Barclay's (1981) and

forhand's (1981) programs. However, the control group received no training through to the end of the posttest.

Keywords: Training child-control skills, Attention Deficit, Hyper-Activity Disorder (ADHD), behavioral change, mothers.

The Effect of A Course of Selected Aerobic Exercises on the Mood Disorders in Students Aged 5–18

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Abstract

The main purpose of the present research is to investigate the impact of a certain exposure of aerobic exercises and movements on the subjects with modal disorders (depression and mania). The subjects were 15–18 years old male students in the city of Shiraz in the Province of Fars, Iran. Shiraz is divided into four educational areas. In this investigation, the researcher randomly took four schools each of which is located in one of the four areas. Then, from each school three classes were randomly chosen. Thus, we had 12 classes with 414 subjects who were given the pretest of MMPI2 personal questionnaires. Then their reactions were evaluated and graded, and those who had answered over average on the test of depression and the test of mania, being exactly 72, were marked as the trial subjects.

Then, from each group with any of the disorders, the researcher chose 20 subjects randomly, and each group of 20 was divided into two subgroups of ten, regarding their pretest scores, to be as the experimental groups were exposed to the treatment, ie, the defined aerobic movements and exercises given in three sessions per week for about two months (8 weeks) and each session lasted forty-five minutes and the treatment matched tension of vo_2 max 55%–65%, and of course the control group during the period of treatment did not receive any regular sport program and activity. At the end, the groups were given their post-test to see if there was any important

change in their reactions to the test. The results were analyzed by comparing their co-variances which led to the following findings:

a. A significant difference was observed in the average of the testees' scores of the subjects with the depression problem regarding their post and pre reactions.

b. There was also a significant difference between the average scores of mania subjects comparing their post-and pre-test scores.

Keywords: Aerobic Training, Depression, Hypomania, Mood disorder.

A Comparison of Job Burnout in General Surgeons and Internists in Isfahan

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Abstract

The purpose of this study was to compare the degree of burnout in general surgeons and internists. Therefore 35 general surgeons and 35 internists were randomly selected from the list of Isfahan medical certificate organization. The Maslach-Jackson Job Burnout Inventory (MJJBI) and a researcher-made Job Satisfaction Inventory (JSI) and a demographic questionnaire were used and filled by all subjects. The internal consistency coefficient for the first two questionnaires were 0.80 and the concurrent validity coefficient between them was 0.65. It was hypothesized that there would be significant differences between the two groups in job-burnout subscales: emotional, personal accomplishment, depersonalization. The results of multivariate analysis of variance showed that general surgeons significantly scored higher on analysis of variance showing that general surgeons significantly scored higher than internists on the following scales: Total job burnout ($P=0.001$), emotional exhaustion ($P=0.001$), personal accomplishment ($P=0.005$), job satisfaction ($P=0.029$), however, with regard to depersonalization the difference was not significant.

Also female physicians significantly scored higher than males on the following variables: Total job burn-out ($P= 0.021$), emotional exhaustion ($P=0.001$), job satisfaction ($P= 0.001$). But the differences between the males and females mean score of depersonalization and personal accomplishment were not significant.

