The relationship between staff’s psychological health and job engagement in the Islamic Azad University Hamedan Branch

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ABSTRACT: Humans, in information and communication era, are the greatest assets of each organization. Such definition is not an exaggeration. A huge number of management scientists believe that human power is the unique consistent resource providing organizations with competitive privileges. We have seen a lot that the countries not having natural and material endowments could only rely on their own valuable and job-innovator human power and make significant and persistent progress. Modern organizations expect their staff to be active, creative and responsible for personal and organizational promotion as their obligation to quality and performance standards. They need the staff feeling energized and obligated to their jobs. Therefore, the acquired model has been suitable. So, it can be accepted that “the level of staff psychological health has positive effect on their occupational commitment. Thus, the null hypothesis referring to lack of significance of the regression model has been rejected. It is also observed that the null hypothesis referring to the independent variable is rejected because its .

Key words: psychological health, job engagement, performance standards

INTRODUCTION

“The scene of industry is full of bones pertaining to the organizations whose managers have internally decayed because they haven’t learnt about the fact that the only assets not being easily replaced are humans.”

Humans, in information and communication era, are the greatest assets of each organization. Such definition is not an exaggeration. A huge number of management scientists believe that human power is the unique consistent resource providing organizations with competitive privileges. We have seen a lot that the countries not having natural and material endowments could only rely on their own valuable and job-innovator human power and make significant and persistent progress. While, on the other hand, the countries having lots of natural resources and endowments, as they lack a positive and systematic awareness and aptitude to recognize, train and promote their own human power, have increasingly been dropped behind the global development caravan (AbulAlaee, 2007).
One of important issues attracting psychologists’ attention recently is the staff’s job obligation which can differentiate human power of an organization from that of its competitor organizations. Job obligation refers to the extent of occupational energy, interest and effectiveness and it can be evaluated by means of powerlessness (activity), self-devotion (high identity) and absorption (MusclgeVliter, 1997). Job obligation refers to the manner of positive activity being defined based on three aspects of ability (power), self-devotion and absorption (Shawfli, Salanowa, Gonzales and Baker, 2002). Some other evidence from other occupational groups show that those staff having stronger body and better productivity have more positive influence and are more obligated, satisfied and less willing to leave or change their job (Demorty, Baker, Johnson and Shawfli, 2001, Halberg and Shawfli 2006, Salanowa, PieroAgot, 2005, Shawfli and Baker, 2004). The carried out research show that job satisfaction is an important factor while concerning the reasons for job quitting. Leadership and supervision and their impact on the staff can lead to job dissatisfaction and accordingly job quitting. Education and salary levels are also related to job satisfaction. Sellers’ positive perception on organization’s atmosphere is related to their job satisfaction and organizational obligation. If job satisfaction is provided, job quitting will occur less. Broadly speaking, as time passes the findings show that there are some environmental factors that can cause job dissatisfaction in the staff. They include: high education with low salary which leads to job quitting, lack of performance and effectiveness in a part of the organization whose staff have left their jobs and high absence which is considered as a critical issue in a given time span. Such issues increase some sorts of pressure on the staff and encourage them to quit their jobs (Bludern, 1978).

**Problem Statement**

Modern organizations expect their staff to be active, creative and responsible for personal and organizational promotion as their obligation to quality and performance standards. They need the staff feeling energized and obligated to their jobs. That is, personnel who are involved and busy doing their jobs seriously. Therefore, it is not surprising that during the recent two decades we have witnessed a rapid increase in the number of scientific studies concerning obligation and commitment. Such studies present some evidence for the increasingly increase of the importance of obligation and commitment comparing with traditional concepts of input/output. Job obligation and commitment is a different and valuable viewpoint about experiencing a job or an occupation (Baker Vliter, 2010).

The consensus is on the fact that obligation and commitment are both originated from personal and environmental resources (Macki and Shnider, 2008). However, the theoretical discussions and empirical evaluations have already been concentrated on one of these two, that is, either obligation or commitment, and obligation and commitment have mainly been viewed as two characteristics of a job. So, Shawfli and Baker (2004, 2008), Shiroom (2010) and others, without rejecting internal motives in an individual, have evaluated key aspects of a job including autonomy, conflicts and good relationships with other individuals.

Altogether, the previous studies have shown that commitment is basically related to health. In other words, commitment is related to deviation of physiological performance. But, even by making use of a plan including certain groups, they haven’t found the expected results (Baker Vliter, 2010). Regarding the existent challenges in occupational and social atmosphere and their impacts on all aspects of life of an individual, this article seeks to clarify the influence of general and psychological health on occupational commitment.

The main question of this study is that whether general and psychological health has any effects on occupational commitment and organizational performance of the staff or not.
Importance and Necessity of the Research

As it was mentioned in the part of problem statement, the recent researches have generally been unable to find the evidence pertaining to any relationship between commitment and physiological indices. Longelan, Baker, Shawfli, Van Renen and VoonDrunen (2007, 2008) have investigated the relationship between exhaustion and commitment in one hand and two systems of stress psychology on the other hand (Baker Vliter, 2010).

Altogether, the previous studies have shown that commitment is basically related to health. In other words, commitment is related to deviation of physiological performance. But, even by making use of a plan including certain groups, they haven’t found the expected results (Baker Vliter, 2010). Lack of enough knowledge about the effects of parameters of general and psychological health as interfering variables on the connection between resources and job commitment weakens and even neutralizes the influence of carried out actions. Therefore, the need for determining the extent of influence of these variables on this relationship is felt (Baker Vliter, 2010). If it is proven that to what extent such influence exists, some positive changes and some sorts of supervision on the staff’s physiological and psychological health and accuracy can be carried out to preserve and increase job obligation.

Research Questions

Whether extent of staff’s psychological health has any effects on their occupational commitment or not

Conceptual Model

JD-R Model

![Diagram](Figure1. JD-R Model (Baker and Demruti))

The investigated variables for measuring occupational commitment have been put in a conceptual model in which the manner of clarification and investigation of the variables have been framed as follows.

Regarding the observations and data pertaining to the staff, the organization and available standardized questionnaires to record the relationships between the used variables, Demruti & Baker model has been used.
Operational Model
In order to find out the influence of general and psychological health on the extent of staff’s occupational commitment and also with regard to our research’s limitations, JD-R model has been modified as follows:

Operational model of the research

Accordingly, by making use of this model, the extent of influence of general and psychological health on staff’s commitment can be measured.

Research Hypotheses
The main hypothesis: the level of staff’s psychological health has positive effect on their occupational and organizational obligation and commitment.

The subsidiary hypothesis 1-1: the level of staff’s psychological health has positive effect on their attention to their organization.

The subsidiary hypothesis 1-2: the level of staff’s psychological health has positive effect on their self-devotion for their organization.

The subsidiary hypothesis 1-3: the level of staff’s psychological health has positive effect on their absorption in their organization.

Definitions of Variables
Conceptual Definitions
Occupational commitment: occupational commitment refers to a positive, satisfactory and psychological manner being identifiable based on power, attachment and absorption. Here, power refers to a high level of energy and psychological ability while working. Attachment refers to the individual’s strong involvement while working and his sense of being important, personality and challenge (Shawfli, et al, 2002).

Psychological health: World health Organization (WHO) has defined psychological health as follows: capability of establishing balanced and coordinated communication with others, changing and modifying personal and social environments and settling personal conflicts and tendencies fairly, logically and suitably. Therefore, being aware of characteristics of healthy individuals and unhealthy ones, in psychological regard, can be helpful to differentiate individuals of each group.
General health: World Health Organization (WHO) follows the belief that bodily, psychological and social freshness and exhilaration depend on productivity (efficiency) not safety (lack of sickness). The applicable, comprehensible and assessable part of this definition in safety (lack of sickness) (Hadidi, 2012).

Statistical Population

The statistical population can be defined as follows:

“statistical population means all the elements and individuals having one or more common characteristics in geographical scale” (Hafeznia, 1998, p119).

“ The index characteristic is the characteristic being common among all elements and individuals included in the statistical population and differentiating the statistical population from other populations” (Azar&Momeni, 1997, p 14).

Regarding the goal and subject of this research, its statistical population can be defined as follows:

In this research, the effect of general and psychological health on the relationship between individual and environmental variables in one hand and occupational commitment and organizational performance on the other hand will be investigated. So, the desired statistical population will include all the staff of six selected companies in Baharan industrial town being equal to 561 individuals.

Determination of Volume of the Sample and Sampling Procedure

Since statistical populations can include a wide geographical scope and volume and it is not possible for the researcher to cover such a wide scope and volume, a group of them have inevitably been chosen as the research’s samples and the acquired results will be generalized to all similar populations. Therefore, the researcher has chosen sampling method.

Accordingly, the sample can be defined as follows: “the sample includes a number of individuals of the population whose characteristics are similar to the characteristics of all individuals of the population. That is they are population indicators being in a qualified homogeneity with all individuals of the population” (Hafeznia, 1998, p121).

So, the researcher applies sampling procedure to collect data and make decisions aboutthe research’s questions and then generalizes the acquired results, with reliability level of 95%, to all the similar populations. Regarding the fact that the volume of the population, that is, all clients of Credit and Financial Institute of MehreBasijian is equal to 116175, and aiming at preparing a sample of statistical population with reliability level of 95% the following formula (Cochran’s formula for volume sampling) has been used:

\[
Z = \frac{Z \times P \times Q}{E^2} + \frac{N \times P \times Q}{E^2} \]

In the above formula, Z equals to 1/96, P and Q equal to 50%, the maximum level of acceptable error equals to 7% and finally the volume of the statistical population equals to 145 individuals. Therefore, regarding the research supervisor’s opinion for more certainty, 150 individuals are chosen as the volume of the sample.

In this research, simple random sampling procedure has been used. Since the investigated statistical population is a limited one whose members must be chosen, based on the following table 150 have randomly been chosen from 561 members.
Table 1. determination of the volume of the sample

<table>
<thead>
<tr>
<th>Row</th>
<th>Name</th>
<th>Personnel Number</th>
<th>Sample Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Hamedan Branch, Islamic Azad University</td>
<td>551</td>
<td>150</td>
</tr>
</tbody>
</table>

**RESEARCH METHODOLOGY**

The goal of choosing a research methodology is identification of the best manner to investigate a particular subject. That is, the researcher must choose a methodology by which he can answer the research questions in the best and quickest manner.

Paying attention to the fact that the present research tends to collect data for examining the hypotheses or answering the questions related to the present condition, and also describe the effective factors on staff’s occupational commitment, the applied research methodology in the present study is of scale-description kind.

**DATA COLLECTION METHODOLOGY**

The phase of data collection is the start of a process during which the researcher collects library and scope-based findings, classifies them inductively, analyzes them, evaluates his own assumed hypotheses and finally comes to a conclusion. Based on such a process, the researcher can find the answer of research questions. In other words, the researcher relying on the collected data can discover the realities and facts. Accordingly, the reliability of the data is very important because unreliable data prevents discovering the realities and facts and the researcher’s addressed question can’t be accurately answered (Hafeznia, 1998).

In this research we have used two groups of data. The first group refers to data pertaining to research literature being collected in library-based manner and the second group refers to data gathered from the statistical population by making use of questionnaires to analyze the research hypotheses.

*The questionnaire and its parts*

Two kinds of questionnaires including psychological health questionnaire and occupational commitment questionnaire have been used in this research.

Psychological health questionnaire (Golendberg, 1972) has included 29 multiple-choice questions in which the questions 1 to 7 refer to physiological or bodily indices, the questions 8 to 14 refer to anxiety indices, the questions 15 to 21 refer indices pertaining to disorders in social functions and finally the questions 22 to 28 refer to depression indices. This questionnaire determines the amounts 0 to 3.

The occupational commitment questionnaire has contained 17 questions for each of them the amounts from 0 to 6 can be marked. This questionnaire (Shawflia & Baker 2003) includes indices pertaining to attention, self-devotion and absorption. The questions 1, 4, 12, 15 and 17 measure the attention index, the questions 2, 5, 7, 10 and 13 measure self-devotion index and the questions 3, 6, 9, 11, 14 and 14 measure absorption index.

*Testing the Hypotheses*

*the first main hypothesis*

“The level of staff’s general health has positive effect on their occupational commitment”

To test this hypothesis, regression test must be used. The hypotheses of this test are as follows:
Null hypothesis: the level of staff’s general health has no effects on their occupational commitment.

Opposing hypothesis: the level of staff’s general health has positive effects on their occupational commitment.

H₀ = there is no significant effects. H₁ = there is a significant effect.

Therefore, after administration of regression test, we will have:

<table>
<thead>
<tr>
<th>Correlation Coefficient</th>
<th>Determination Coefficient</th>
<th>Modified Determination Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.810</td>
<td>0.655</td>
<td>0.653</td>
</tr>
</tbody>
</table>

The amount of determination coefficient of the model equals to 0.655. That is 66% of the changes in the variable of occupational commitment has been originated from the desired model. This amount is acceptable and suitable, but other factors also influence on the changes of occupational commitment. Correlation coefficient of the model is equal to 0.810.

<table>
<thead>
<tr>
<th>Source</th>
<th>Sum of Squares</th>
<th>Degrees of freedom</th>
<th>Average of squares</th>
<th>F Statistic</th>
<th>Significance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>30/103</td>
<td>1</td>
<td>30/103</td>
<td>281/557</td>
<td>0.000</td>
</tr>
<tr>
<td>Remained</td>
<td>15/824</td>
<td>148</td>
<td>0/107</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>45/927</td>
<td>149</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As it can be seen in table 18-4, the desired regression model is significant. Since the F statistic is equal to 281/557 and its significance level is 0.000, lower than the assumed level of a=0.05, the hypothesis assuming that the regression model lacks significance is rejected.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Not-standardized Coefficient</th>
<th>Coefficients</th>
<th>Standardized Coefficients</th>
<th>F Statistic</th>
<th>Significance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression Coefficient</td>
<td>2/456</td>
<td>0/109</td>
<td>0.867</td>
<td>22/553</td>
<td>0.000</td>
</tr>
<tr>
<td>General Health</td>
<td>0/867</td>
<td>0/052</td>
<td>0.810</td>
<td>16/780</td>
<td>0.000</td>
</tr>
</tbody>
</table>

The variable coefficients have also been calculated in table 19-4. Accordingly, the model will be in the form of Y=2/456 + 0/867 x. As it can be inferred from the table, the null hypothesis about the coefficient of the independent variable has been rejected because its significance level (0.000) is smaller than the assumed amount of 0.05. Therefore, the acquired model has been suitable and it can be said that the level of staff’s general health has positive effect on their occupational commitment.

**the subsidiary hypothesis 1-1**

“The level of staff’s general health has positive effect on their attention to the organization in which they work”.

Regression test must be used to examine this hypothesis. The hypotheses of the test are as follows:

Null hypothesis: the level of staff’s general health has no effects on their attention to the organization in which they work.

Opposing hypothesis: the level of staff’s general health has positive effect on their attention to the organization in which they work.
Therefore, after performing regression test, we will have:

Table 5. Summary of subsidiary hypothesis 1-1

<table>
<thead>
<tr>
<th>Correlation Coefficient</th>
<th>Determination Coefficient</th>
<th>Modified Determination Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.761</td>
<td>0.579</td>
<td>0.576</td>
</tr>
</tbody>
</table>

The amount of determination coefficient of the model is equal to 0.579, that is, 58% of the changes of the variable of attention to the organization are derived from the desired model. Such percentage is a suitable one but some other factors also influence the changes pertaining to the variable of attention to the organization. The correlation coefficient is also equal to 0.761.

Table 6. Variance analysis of the regression model referring to the subsidiary hypothesis 1-1

<table>
<thead>
<tr>
<th>Source</th>
<th>Sum of Squares</th>
<th>Degrees of Freedom</th>
<th>Average of Squares</th>
<th>F Statistic</th>
<th>Significance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>35829</td>
<td>1</td>
<td>35829</td>
<td>203/164</td>
<td>0/000</td>
</tr>
<tr>
<td>Remained</td>
<td>2610</td>
<td>148</td>
<td>0.176</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>61930</td>
<td>149</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As it can be observed in the table 18-4, the desired regression model is significant because F statistic is equal to 203/164 and its significance level (0.000) is smaller than the assumed amount of a=0.05. So, the null hypothesis about the significance of the regression model is rejected.

Table 7. The coefficients of the regression model referring to the subsidiary hypothesis 1-1

<table>
<thead>
<tr>
<th>Variables</th>
<th>Not-standardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t Statistic</th>
<th>Significance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Constant</td>
<td>2/317</td>
<td>0/140</td>
<td>16/564</td>
<td>0/000</td>
</tr>
<tr>
<td>Total Amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Health</td>
<td>0/946</td>
<td>0/066</td>
<td>14/254</td>
<td>0/000</td>
</tr>
</tbody>
</table>

The coefficients of the variables have also been calculated in table 19-4. Based on such calculation, the model will be formed as Y=2/317 +0/946 X. It is also showed that the null hypothesis about the coefficient of the independent variable has been rejected because its significance level (0.000) is smaller than the assumed amount of a=0.05. Accordingly, the acquired model is a suitable one and it can be said that the level of staff’s general health has positive effects on their attention to the organization in which they work.

**Subsidiary hypothesis 1-2**

“The level of staff’s general health has positive effect on their self-devotion toward the organization in which they work.”

Regression test must be used to examine this hypothesis. The hypotheses of the test are as follows:

Null hypothesis: the level of staff’s general health has no effect on their self-devotion toward the organization in which they work.
Opposing hypothesis: the level of staff’s general health has positive effect on their self-devotion toward the organization in which they work.

\[ H_0 = \text{the influence is not significant.} \]
\[ H_1 = \text{the influence is significant.} \]

Therefore, after performing the regression test, we will have:

Table 7. Summary of the model referring to subsidiary hypothesis 1-2

<table>
<thead>
<tr>
<th>Correlation Coefficient</th>
<th>Determination Coefficient</th>
<th>Modified Determination Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.732</td>
<td>0.536</td>
<td>0.533</td>
</tr>
</tbody>
</table>

The amount of determination coefficient if the model is equal to 0.536, that is, 37% of the changes of the variable of self-devotion is resulted from the desired model. Such percent is a suitable one but some other factors also influence the changes of the variable of self-devotion toward the organization. Additionally, the correlation coefficient of the model is equal to 0.732.

Table 8. Variance Analysis of the regression model referring to the subsidiary hypothesis 1-2

<table>
<thead>
<tr>
<th>Source</th>
<th>Sum of Squares</th>
<th>Degrees of Freedom</th>
<th>Average of the Squares</th>
<th>F Statistic</th>
<th>Significance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>43.767</td>
<td>1</td>
<td>43.767</td>
<td>171.221</td>
<td>0.000</td>
</tr>
<tr>
<td>Remained</td>
<td>37.832</td>
<td>148</td>
<td>0.256</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>81.599</td>
<td>149</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As it can be observed in table 18-4, the desired regression model is significant. Since F statistic of the test is equal to 171.221 and its significance level being 0.000 is smaller than the assumed amount of a=0.05, the null hypothesis referring to significance level of regression model is rejected.

Table 9. Coefficients of the regression model referring to the subsidiary hypothesis 1-2

<table>
<thead>
<tr>
<th>Variables</th>
<th>Not-standardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t Statistic</th>
<th>Significance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Constant Amount</td>
<td>2.078</td>
<td>0.168</td>
<td>12.340</td>
<td>0.000</td>
</tr>
<tr>
<td>General Health</td>
<td>1.046</td>
<td>0.80</td>
<td>13.085</td>
<td>0.000</td>
</tr>
</tbody>
</table>

The coefficients of the variables have also been calculated in table 19-4. Based on such calculation, the model will be formed as \( Y = 2.317 + 0.964 \times \). It is also showed that the null hypothesis about the coefficient of the independent variable has been rejected because its significance level (0.000) is smaller than the assumed amount of a=0.05. Accordingly, the acquired model is a suitable one and it can be said that the level of staff’s general health has positive effects on their self-devotion toward the organization in which they work.

**Subsidiary hypothesis 1-3**

“The level of staff’s psychological health has positive effect on their absorption in the organization in which they work.”
Regression test must be used to examine this hypothesis. The hypotheses of the test are as follows:

Null hypothesis: the level of staff’s psychological health has no effect on their absorption in the organization in which they work.

Opposing hypothesis: the level of staff’s psychological health has positive effect on their absorption in the organization in which they work.

\[ H_0 = \text{the influence is not significant.} \]

\[ H_1 = \text{the influence is significant.} \]

Therefore, after performing the regression test, we will have:

| Table 10. Summary of the model referring to the subsidiary hypothesis 1-3 |
|-----------------------------|-----------------------------|-----------------------------|
| Correlation Coefficient    | Determination Coefficient   | Modified Determination Coefficient |
| 0.764                      | 0.557                      | 0.554                       |

The amount of determination coefficient if the model is equal to 0/557, that is, %56 of the changes of the variable of absorption is resulted from the desired model. Such percent is a suitable one but some other factors also influence the changes of the variable of self-devotion toward the organization. Additionally, the correlation coefficient of the model is equal to 0/746.

<table>
<thead>
<tr>
<th>Table 11. Variance Analysis of the regression model referring to the subsidiary hypothesis 1-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>Regression</td>
</tr>
<tr>
<td>Remained</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

**SUMMARY OF RESULTS**

Respondents’ sex: 133 individuals are male and 17 individuals are female.

Respondents’ age: 57 individuals (38%) are at the ages between 20 to 30, 62 individuals (41/3%) are at the ages between 30 to 40, 17 individuals (11/3%) are at the ages between 40 to 50, 13 individuals (7/8%) are at the ages between 50 to 60 and finally 1 individual is more than 60 years old.

Respondents’ occupational experience: 26 individuals (13%) less than one year, 84 individuals (42%) between 1 to 5 years, 53 individuals (26/5%) between 5 to 10 years, 23 individuals (11/5%) between 10 to 15 years and finally 9 individuals (4/5%) have more than 15 years occupational experience.

Respondents’ education: 43 individuals (28/7%) are under diploma, 24 individuals (16%) have diploma, 38 individuals (25/3%) are upper diploma( a degree between diploma and BA), 29 individuals (19/3%) are BA and finally 6 individuals (10/7%) are MA and upper.

Respondents’ level of psychological health: the average level of staff’s general health is equal to 2/04 and the standard deviation of general health is equal to 0/518. 0/4% of the respondents have very little general health, 10/7% of the respondents have little general health, 22% of the respondents have normal general health, 42% of the respondents have high general health and finally 21/3% of the respondents have very high general health.
Respondents’ level of psychological health: the average level of staff’s psychological health is equal to 2/07 and the standard deviation of psychological health is equal to 0/599. 1/3% of the respondents have very little psychological health, 5/3% of the respondents have little psychological health, 18% of the respondents have normal psychological health, 44% of the respondents have high psychological health and finally 31/3% have very high psychological health.

Respondents’ level of occupational commitment: the average level of staff’s occupational commitment is equal to 4/23 and standard deviation of the variable of occupational commitment is equal to 0/555. 8% of the respondents have very little occupational commitment, 20/7% of the respondents have little occupational commitment and 25/3% of the respondents have very high occupational commitment.

Respondents’ level of attention to the organization: average level of staff’s attention to the organization is equal to 4/25 and standard deviation of this variable is equal to 0/645. 11/3% of the respondents have very little attention to the organization, 20% of the respondents have little attention to the organization, 26/7% of the respondents have normal attention to the organization, 27/3% of the respondents have high attention to the organization and finally 14/7% of the respondents have very high attention to the organization.

Respondents’ level of self-devotion toward the organization: the average level of staff’s self-devotion toward the organization is equal to 4/22 and the related standard deviation is equal to 0/740. 4/7% of the respondents have very little self-devotion toward the organization, 8/7% of the respondents have little self-devotion toward the organization, 30% of the respondents have normal self-devotion toward the organization, 34/7% of the respondents have high self-devotion toward the organization and finally 22% of the respondents have very high self-devotion toward the organization.

Respondents’ level of absorption in the organization: the average level of staff’s absorption in the organization is equal to 4/22 and the related standard deviation is equal to 0/660. 6/7% of the respondents have very little absorption in the organization, 16/7% of the respondents have little absorption in the organization, 26/7% of the respondents have normal absorption in the organization, 27/3% of the respondents have high absorption in the organization and finally 22/7% of the respondents have very high absorption in the organization.

Discussion of the Results of the Test
Regarding the kind of hypotheses and data of this study, simple linear regression has been used to test the hypotheses. The hypotheses and their related results are presented as follows:

the first hypothesis
“The level staff’s psychological health has positive effect on their occupational commitment”.
Regression test must be used to examine this hypothesis. The amount of determination coefficient of the test is equal to 0/655. That is, 66% of the changes related to the variable of “occupational commitment” have been derived from the desired test. Such percent is acceptable but other factors also influence on the changes pertaining to occupational commitment. Additionally, the correlation coefficient of the model is equal to 0/810. The desired regression model is significant because F statistic of the test is equal to 281/557 and its significant level (0/000) is smaller than a=0/05. Thus, the null hypothesis referring to lack of significance of the regression model has been rejected. It is also observed
that the null hypothesis referring to the independent variable is rejected because its significance level (0/000) is smaller than the assumed amount of 0/05. Therefore, the acquired model has been suitable. So, it can be accepted that “the level of staff’s psychological health has positive effect on their occupational commitment”.

Subsidiary hypothesis 1-1

“The level of staff’s psychological health has positive effect on their attention to the organization in which they work”

Regression test must be used to examine this hypothesis. The amount of determination coefficient of the test is equal to 0/579. That is, 58% of the changes related to the variable of “attention to the organization” have been derived from the desired test. Such percent is acceptable but other factors also influence on the changes pertaining to occupational commitment. Additionally, the correlation coefficient of the model is equal to 0/761. The desired regression model is significant because F statistic of the test is equal to 203/164 and its significant level (0/000) is smaller than a=0/05. Thus, the null hypothesis referring to lack of significance of the regression model has been rejected. It is also observed that the null hypothesis referring to the independent variable is rejected because its significance level (0/000) is smaller than the assumed amount of 0/05. Therefore, the acquired model has been suitable. So, it can be accepted that “the level of staff’s psychological health has positive effect on their attention to the organization in which they work”.

Subsidiary hypothesis 1-2

“ The level of staff’s psychological health has positive effect on their self-devotion toward the organization in which they work”.

Regression test must be used to examine this hypothesis. The amount of determination coefficient of the test is equal to 0/536. That is, 37% of the changes related to the variable of “self-devotion toward the organization” have been derived from the desired test. Such percent is acceptable but other factors also influence on the changes pertaining to occupational commitment. Additionally, the correlation coefficient of the model is equal to 0/732. The desired regression model is significant because F statistic of the test is equal to 171/221 and its significant level (0/000) is smaller than a=0/05. Thus, the null hypothesis referring to lack of significance of the regression model has been rejected. It is also observed that the null hypothesis referring to the independent variable is rejected because its significance level (0/000) is smaller than the assumed amount of 0/05. Therefore, the acquired model has been suitable.

So, it can be accepted that “the level of staff’s psychological health has positive effect on their self-devotion toward the organization in which they work”.

REFERENCES


