

The Role of organizational Health in Psychological Well-being and job Burnout in Guidance School Teachers of Khash City (of Iran)

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ABSTRACT: The purpose of present study was to ascertain the role of organizational health in psychological well – being and job burnout of guidance school teachers in Khash city. The research method was correlation – descriptive. Population of this research was consisted of 250 teachers that 125 of them were selected randomly as sample. To collect the data Maslach Job Burnout Inventory, Tabassian Zanjani Psychological Well–Being Questionnaire, and Hoy and Colleagues Organizational Health Questionnaire were used. To analyze the data Pearson correlation, Stepwise regression and independent t test were applied. Results demonstrated that organizational health had significant role in psychological well – being and job burnout. Also, results of stepwise regression revealed that sub – scales of manager influence, moral, and resource support had more effective role than to other sub – scales of organizational health in psychological well – being of teachers. Also sub – scales of scientific emphasis, manager influence, and moral had more effective role in job burnout than other sub – scales of teacher's organizational health. Results of independent t – test demonstrated that there was no significant different between male and female teachers on organizational health, psychological well – being and job burnout.

Keywords: Organizational Health Psychological Well – being Job Burnout, Teachers, Khash city.

INTRODUCTION

One of the factors that help the organization to achieve its goals is the organizational health. Healthy organization not only endurances its environment, but also adapts sufficiently at one long- time juncture and develops its ability for survival and compromise (zahraei & Rejaeipoor, 2011). Miles (1991) the first theorist of organizational health in the educational environment, defines healthy organization as: it not only endurances its environments but also adapts sufficiently at one long-time juncture and develops its ability for survival and compromise. What is clear is that the healthy organization hits with external deterrent force successfully, directs its force effectively in direction to the main goals of organization (Soleimani, 2010). Of course performance on a particular day may be effective or ineffective, but long –term symptoms in healthy organizations is effective aid. If specialties and techniques have perfect health, the increase of staff responsibilities and improvement of product quality and services of organizations are provided. Therefore, the effort to improve the health and welfare of work force organization itself.

Modification, growth and progression of the organizational health acknowledge that the scope of the healthy workplace must promote (Dijon & Wilson, 2007).

Psychological well –being is one of the important issues that is effective in the growth and development of the. Family and society today, the new view of health –related science in general and in psychology in particular is developing. In this section view the focus on the health and well-being is one positive aspect and is also the explanation of the psychological nature of well –being (Reef f singer, 1998, quoted Gholam Rezaie, pur shafei and dastjerdi, 2009).

One of the variables that will be addressed in this research is job burnout that is associated with the life of man in society.

In this study, we investigated the role of the organizational health in psychological well-being and burnout among the secondary school teachers of khash city.

The overall objective:

To determine the role of organizational health in the psychological well-being and burn out of secondary school teachers of khash city.

Minor objectives

1. To determine the role of organizational health in psychological well-being among secondary school teachers of Khash city.
2. To determine the role of organizational health in hornpout of secondary school teachers in khash city
3. To determine the difference of organizational health, psychological well- being and burn out among male and females teacher in secondary school of khash city.

Research questions

1. Does organizational health have role in the psychological well-being of secondary. school teaches in khash city?
2. Does organizational health have? Role in job burn out of secondary school teacher's difference in mean organizational health, psychological well-being and job burnout of male and female teachers of secondary school in khash sity?

Concepts of variables:

Organizational health

Health means the absence of disease and dysfunction in the organism. Miles believes that regardless of the difficulties that the concept of fantasy organize and ideal type of health concept justified. The approach of organizational heath has considerable scientific to understand organization dynamics and efforts to improve it (Jahed, 2005).

Psychological well- being

Psychological well- being requires an understanding of the challenges of life. the approach of psychological well-being studies the observed growth and revolution against. life challenges and emphasizes on human development. Wide array of literature in 1950 & 1960 analyzes the main challenges and problems.

Job burnout:

It is near twenty years that term of job burnout is used in psychology and at present, job burnout has been recognized as the main social (Bylif *et al*, 1995). In fact, the connection of individual of individual with his/her job and the problems that is created because of joy and satisfaction has been identified as one the important phenomenon in the recent years and using the term of job burnout became popular in the united states since 1970, particularly among those who were engaged in human services.

Type of Research

Given that the goal and methodology, the role of organization health in psychological well-being and job burnout of secondary school teachers in khash city it is descriptive and surveying type and also correlative. The population is 250 individuals including all secondary school teachers of khash city. To obtain sample volume, kerjes- Morgan table is used for 250 individuals, the sample volume is 152. Therefore the sample volume includes 152 individuals. In this study, the method is a simple random sampling. The data collection was done through a question naira.

Statistical analysis:

To analyze data, the test appropriate to research auestinmas such as person's correlation coefficient stepwise multiple linear regression and independent **t** test have been used. It is necessary to mention that all statistical calculations have been performed by software SPSS and version 6.

Analysis of findings:

Table 1. The descriptive vaults of research variables

Variables	Number	S.D	Mean
Psychological well-being	152	23.71	261.11
Burnout	152	11.74	58.68
Organizational Health	152	26.69	128.75
Institutional integrity	152	5.72	20.87
Manager Penetration	152	3.47	15.11
Consideration	152	3.35	13.11
Overall construction	152	4.31	13.40
Resources Support	152	2.94	4.28
Spirit	152	4.88	28.29
Science Emphasis	152	5.31	23.66

the finds of table 1 indicates the variable of psychological well being has mean and standard deviation (261/111 and 23/71) respectively, job burnout has mean and standard deviation (58/68&11/74)respectively, organizational health has mean and standard deviation (128/75&26/69) respectively, as well as sub scales of organizational health indicates that the scale of institutional integrity has mean and standard deviation (20, 87, 5, 72) respectively, the scale of principal in face has meon and standard deviation (15,11, 83, 74) respectively, considerateness scale has mean and standard deviation (13,11&3/35) respectively, build feeding scale has mean and standard deviation (13/70&4/31) respectively, the scale of resource support has mean and deviation (14/28& 2/94)respectively, morale scale has mean and standard deviation (28/29&4/88)respectively and scale of scientific, emphasis has meon and standard deviation(23/66&5/31)respectively.

Analysis of research questions:

First question:

Does the organizational health play prale in psychological well-being of secondary school teachers in khash city? To analyze this question, the Pearson correlation coefficient and stepwise regression were used.

Table 2. the results of Pearson correlation coefficient between dimensions of organizational health and psychological well- being

Science Emphasis	spirit	Retours support	Making	considerable	Manager influence	unity	Components
0.514	0.535	0.402	0.471	0.541	0.566	*0.562	r Psychological well-being
0.0005	0.0005	0.0005	0.0005	0.0005	0.0005	0.0005	Sig

As shown in table (2), there is significant and positive relationship between institutional integrity and psychological (r=0/562), between manager influence and psychological well-being with correlation (r=0/566)= between considerateness and psychological well being with correlation (r=0/541), between build- feeding and psychological well-being with correlation (r=0/471), between resource support and psychological well-being correlation (r=0/402), between morale and psychological well-being with correlation (r=0/533) anal between scientific emphasis and psychological well-being with correlation (r=0/514)at confidence level 99 percent (p<0/01) and also total scares of organizational health with psychological well-being (r=0/572) are significant and positive.

Table 3. Summary of regression model of organize tonal health and psychological well-being of teachers

sig	t	β	Adjusted R ²	R ²	Variables	Step
0.0005	8.40	0.566	0.316	0.320	manager Penetration	Step 1
0.0005	4.43	0.376	0.361	0.369	manager Penetration	Step 2
0.0005	3.40	0.290			Spirit	
0.0005	4.79	0.597	0.380	0.393	manager Penetration	Step 3
0.0005	3.69	0.312			Spirit	
0.01	2.38	0.279			Support Resources	

Table (3) shows that at the first step, the scale of principal influence that had stronger correlation with the psychological well-being has been entered into regression equation with multivariate correlation coefficient 0/566 and its square is 0/320-the value of square of correlation coefficients shows that about 32 percent of variation of psychological Well-being is explained by scale of principal influence. In the second step, morale scale after principal morale and psychological well-being with correlation (r=0/533) and between scientific emphasis and psychological well-being with correlation (r=0/514) at confidence level 99 percent (p<0/01) and also Total scares of organizational health with psychological well-being (r=0/572) are significant and positive.

Second question:

Foes organizational health have role in job burn out of secondary school teaches of khash city?

To analyze this question pearson correlation test linear and stepwise regression have been used that is given in tables Below table.

Also the results of step wise regression and pearson correlation coefficient test in relation to the role of scales of organizational health in job burn out of secondary school teachers in khash city are given in Below tables.

Table4. the results of pearson correlation coefficient between dimensions of organizational health and job

Science Emphasis	spirit	Retours support	Making	considerable	Manager influence	unity	Components
*0.818 -	*0.724-	*0.600 -	*0.713-	*0.663 -	*0.801 -	*0.798-	r Job Burnout
0.0005	0.0005	0.0005	0.0005	0.0005	0.0005	0.0005	Sig

As shown in table (4), there is significant and reverse relationship between institutional integrity and job burnout with correlation (r=0/798), between principal influence and job burnout with correlation (r=-0/801), between considerateness and job burnout with correlation (r=0/663), between build – feeding and job burnout with correlation (r= -0/713), between resource support and job burnout with correlation(r= -0/600), between morale and job burnout with correlation (r=-0/724) and between scientific emphasis and job burnout with correlation (r=-0/818) and also total scores of organizational health with job burnout (r=-0/844) at confidence level 99 percent (p<0/01).

Table 5. Summary of regression model of dimensions of organizational health and job burnout among teacher

sig	t	β	Adjusted R2	R2	Variables	Step
0.000	-17.43	-818	0.669	0.669	Science Emphasis	Step 1
0.000	-5.64	-0.496	0.701	0.705	Science Emphasis	Step 2
0.000	-4.25	-0.374			Manager Penetration	
0.000	-3.47	-0.323	0.731	0.736	Science Emphasis	Step 3
0.000	-4.25	-0.355			Manager Penetration	
0.000	-4.18	-0.258			Spirit	

Table (5), shows that in the first step, the scale of scientific emphasis that had the stronger correlation with organizational weal– being, entered into regression equation, its multivariate correlation coefficient shows that about 66 percent of. Variation of burnout has been predicted by scientific emphasis. In the second step the scale of manager in fluency that after scientific emphasis had stronger correlation with job burnout, has been entered in to regression model, its multivariate correlation coefficient and square are(0/374, 0/705)respectively this value of square of correlation coefficient that about to percent of burn out variation. is explained by scales of scientific emphasis and principal influence. Also in the third step, morale scale has been entered in to regression equation, its multi-variety correlation coefficient and square are 0/258, 0/736 respectively. This value of square of correlation coefficient shows that about 73 percent of burnout variations are predicted by the scales of scientific emphasis, manager influence and morale.

Third question:

Is there significant difference in mean organizational health, psychological well-being and burn out of male and female teachers of secondary school in khash city?

Table 9 shows the results of independent t test about mean difference of organizational health, psychological well-being and job burnout according to gender.

Table 6. the results of independent t test of difference of organizational health, psychological well- being and burn out of male and female teachers

sig	df	t	S.D	Mean	Number	Sex	Variables
0.58	150	-0.618	29.76	128.71	82	Man	Organizational Health
			22.80	128.80	70	Woman	
0.47	150	-0.718	25.13	262.39	82	Man	Psychological well-being
			22.01	259.61	70	Woman	
0.15	150	-0.777	11.62	58	82	Man	Burnout
			11.90	59.48	70	Woman	

The findings of table (6) indicate that male teachers in the field of organizational heath have mean 128/71 and standard deviation 29/76 and female teachers have mean 128/80 and standard deviation 22/80. Also findings show that the calculated t 0/618 with freedom degree 150 is not significant at the 95% level (p) 0/05%, we can conclude

that there is no difference between the organizational health of male and female teachers at seconded, school of khash City.

CONCLUSION

Overall, the findings suggest that the organizational health plays a role in psychological well-being and job burnout. Also the results of stepwise regression shows that the scales of, principals influence morale and resource support have the more effective role other scales of organizational health in psychological well-being of secondary school teachers of khash city, and also the scales of scientific emphasis, principal influence and morale have the more effective role than other scales of organizational health in job buyout of secondary school teachers of khash city. the results of independent t test showed that here is no difference between organizational health and psychological well – being and job burn out of male and female teachers of secondary school in khash city.

Practical suggestions

Managers and administrators must provide easier rules and conditions to convert job burnout in to one joy and interest by compiling short – time and long – time plans and improving work condition for each teacher thereby we see organizational health. In schools and increase psychological well-being of teachers and also we don't observe job burnout of teachers

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