

# Efficacy of Career Counseling on Professional Adaptability and Exhaustion in Employees of the North Western Branch of the Central Bank of Iran

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**ABSTRACT:** Although the process of choosing a career during the life of the people consistently and continuously between individual characteristics, reasonable compromise is continuing with occupational conditions cannot alone be responds and all factors in choosing a career and not merely a logical or rational aspect of the affective aspect and merely psychological. Other necessary factors, occupational guidance and advice at present as they inevitable job involves continuous and ongoing guidance which by it to the person to be able to help select a suitable job, and be ready for it, it brings employment and progress in your career success is stained. Through occupational guidance and advice obtained from an exact image of the individual characteristics of the world brings jobs, occupational knowledge, imagine the elevations and a professional against the realities about the measurement and analysis of the realities and after the current data to choose a job that deals with personal satisfaction with this method and it is beneficial for the society. On the other hand today as its manpower capital of the Organization, with a several considerable problems and organizational management and psychological experts can identify with respect to the factors in the increase or decrease of human performance, positive factors on the impact of negative factors. Today, with a steady increase staff job duties at work. This is while spending more time working and this causes excessive pressure on them coming to be social workers working in hospitals are excluded from this. Nowadays, the expectations of employees within and outside the social system has been very high and it is constantly under pressure.

**Keywords:** Efficacy, Adaptability, Career Counseling, Exhaustion, Central Bank of Iran.

## INTRODUCTION

The importance of recognizing the different psychological treatments people in job selection process is not hidden from anyone on that individuals on the basis of growth and development on the environment in which they have been put into effect and also genetic differences with different interests, spirits and taste.( Drucker, 1993).Consulting and advisory process on this basis can be evaluated as the missing link advice is simply to assist the individual in order to process their identification and communication between it and the environment two by it to solve problems, to take decisions and to choose and fit a job venture. The most common method of job advice giving and obtaining of information by the consultant and administrators describe that can have the job satisfaction (Day, 2000)

Mismatch in controlling the expression of the lack of control over the people is that the resources required for performing the task and to provide a necessary for an actor in accordance with their belief (Faulks, 2001).in addition, it is also an act of high responsibility in the mismatch. Inappropriate material, social, and the amount of the remuneration or bonus, for example, a lack of internal feeling of pride for the sake of doing a work in the creation of the Burnout is effective. The lack of a serious relationship with a feeling of insufficiency bonus. When persons with others that are like happiness, humor and easily have a better yield account. the agent shall be two causes for exhaustion, one that in some of the jobs people are separated from each other and do not have a personal conflict that some second communication problems and their work with each other in the chronic, that can be very destructive.

In the 1990s, theoretical framework expanded the theory of adaptation and exhaustion of the person and the job was provided. According to this model in the rate of compliance among individual and occupational environment of instability related to the six he emphasis. Whatever the gap between individual and or non-compliance of his environment is more than likely exhaustion. With regard to the control of mismatch in generally is associated with a reduction in personal performance. To control the expression of mismatch is that people lack control over the resources needed to do the work necessary to have one or to do According to their opinion, one act. In addition, it is also an act of high responsibility in the mismatch.

Jobs and careers- Individual since a major part of her life to their human and gives many hours of his time in his career his work al, and involved a significant importance. Under such circumstances, if the person with the best terms and abilities and interests, lack of job satisfaction will last. Research shows lack of job satisfaction is one of the most stressful problems in one's life that can make other aspects of his life affect. One of the most important and fundamental issues for humans, is interested in something that is biased and can be a significant part of its needs to satisfy.

Sometimes, one of their interests and the desire to find it, and sometimes their interests within which it is unaware or low. One of the most important interests, the same career interest. The decision about the choice of profession, one of the most important issues in the life of the fate of each individual comes into account. Today, the complexity and the changing world of work, increasing the speed of the growth of technology, the ever-increasing demands for admission to some jobs and need to acquire knowledge and skills with regard to individual differences, so this topic is of interest to scientists is the science of psychology and career advice.

Burnout is not only a person with a mental health, but also with the way his productivity rate; the relationship thus become acquainted with effective methods of dealing with the mental pressures of job and exhaustion can increase the effectiveness and promotion of mental health and the productivity of human resources assistance. In the past, experts thought they are more burnout syndrome in social service jobs, such as physicians, nurses, social workers, teachers, counselors and police officers. But today this thought there is a Burnout job creation may be any evidence showed that this syndrome is for all people in a variety of activities, jobs can be a great threat to come.

The theory of career and work environment characters of Holland, such as the theory of occupational boasting a compromise including match person theory – comes into account environment. Psychology of the person – the environment, based on the basic hypothesis is that developed between the people and the environment there is a reciprocal relationship between the occupation i.e. people affect environment and environment as well as on individuals. Career decision making theory, theory of the Holland match the job and the character that is about 50 years by Holland and others have gone to work and now also in schools, universities, job market and other areas will be used. As well as the usefulness and validity of the American countries, European, Asian, African and Australian approved. Holland, his theory is based on two principle.

In the present study was to examine the effectiveness of counseling on job burnout and job compatibility Bank region North West after a wider study, interviews with experts, is in the field of management and organizational behavior and psychology, the study of the articles available on the Internet, conducted research and obtaining the opinion of teachers about this theory of Parsons (1996) that the process of consulting the job consists of three stages and later (identify personality characteristics of people, identify characteristics of proportional to the job, creating logical compromise Between personal characteristics and job conditions by providing relevant information) is used to express.( Davenport, 2001).

## **MATERIALS AND METHODS**

### ***Methodology***

Achieve the objectives will not be achieved, or the scientific understanding of the science, except when with the right methodology for research; in other words in terms of their validity and not subject the aim of the choice of research methodology is that it is specific to what the researcher to adopt his manner whatever more accurate, easier and more economical answer to the desired research questions, methodology of research or for the purpose of register data, The analysis and processing of which is the right approach; choosing r to the goals, the nature and the subject of research and administrative facilities. This season has been trying up to the basic research of variable fashions, the statistical community, practices and tools for data collection and statistical methods and data analysis are introduced. Occupational counseling is a profession that is determined by the talents and mental and physical characteristics of the individual features and compatible and coordinated. Potentially in this guidance and consulting branch of the two categories of information are investigated, a bunch of information about jobs and other information related to the properties category and individual talents and in the course of consultation, coordination and effort to

fit between these two categories of information to be determined to be determined to what extent and in the circumstances related to an individual's characteristics with the professional set and adaptability.

Statistical research community have all the statistical units of employees of Central Bank of East Azarbaijan province has been that their number is 18.

Westman, Danon and Atzin (Daniel, 2005) the psychological pressure of the Burnout that considered chronic daily stress created by in the case of Burnout of physical, emotional and mental fatigue can be considered that due to the constant pressure of repeated and intensive emotional encounter and patrons with the creation of long-term (1995 et al., 110, 2007). Burnout is a State of extreme fatigue, which is hard work and no motivation and no interest shall be due (Rosem 2003: Bullinger, 2003).

This case represents the understanding of disability of the person doing the work, as required by. Need to be successful; it is a difficult and trying to perform tasks to achieve excellence in competition with others. When engaging staff to difficult tasks, you need to be successful, thereby strengthening the positive emotions. Studies have shown, between the need to success and there is a negative relationship between occupational niche analyses. The fact is that the person is when the job analysis niche, begin to see themselves, as someone unsuitable and fail. In other words, the person finds his desire to negatively evaluate. People who have such an idea of their own, in their work, the feeling of defeat and fall; so to do under the control of work in bringing environmental changes do not attempt.

## RESULTS AND DISCUSSION

### Results

In this chapter, the data collected are represented through the frequency distribution table and the percentage of responses is used. In the second part, the study variables, of questions that measure the indicators in each of the hypotheses, which are listed on the questionnaire expressed in descriptive statistics and charts. In the third part of the normal set of research data, to describe the views of a sample in relation to the impact of independent variables (career counseling) on dependent variables (job adjustment and burnout) and linear regression analysis to prioritize the impact of the independent variable on the size of the dependent variables of the multiple regression analysis were used.

Table 1. Frequency of responses from both genders

Responses	male	female	total
Quantity of responses			
Frequency	61	0	61
percentage	100	0	100

Table 2. Frequency of responses from the point of view of marital status

Responses	single	married	total
Quantity of responses			
Frequency	2	59	61
percentage	3.3	96.7	100

Table 3. Frequency of responses from the point of view of age groups

Responses	Under 25	25- 35	36- 45	46- 55	Over 55	total
Quantity of responses						
Frequency	0	30	6	21	4	61
percentage	0	9.8	49.2	34.4	6.6	100

Table 4. Frequency of responses from the point of view of educational level

Responses	High school diploma	College degree	Bachelors degree	Masters or over	total
Quantity of responses					
Frequency	7	0	38	16	61
percentage	11.5	0.0	62.3	26.2	100

## CONCLUSION

Sometimes two or more dependent variables are variables impact on harmful pollutions. In this situation of multiple regression to the outcome of the dependent variables. To compare the effects of three contained in a variable dependent on the regression model, only the standardized coefficients is used, standardized coefficients column shows the emotional fatigue reduction has the most effect on the unit change in the variable/career development

advice, because for a unit change in the variable of job creation, the development of consultation( Al-Shammari, 2009).

The expression can be a single increase in the development of career advice makes 488 units increase in the development of the regional Central Bank staff adjustment style of the North West. So it can be concluded that the regression model the test in terms of meaningful statistics.

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