

The effect of occupation (job) on optimism and pessimism and comparing it in court staff and high school staff in Tehran

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Abstract: The human resources are the most valuable resource in any organization and their mental health is of high value to the society, School personnel train students and court personnel have judgment duty, And their mental health has an impact on their performance. Since pessimism causes depression and lack of mental health, we decided to do a Research on the effect of occupation on optimism and pessimism. Optimistic is seeing events positive and pessimism is to see events pessimistic and negative. This study aimed to investigate the effects of occupation on optimism and pessimism in high school staff and comparing it with the court staff in Tehran was done in 1392-1393. This is a comparative project, 120 school staff and court staff in Tehran were included. (60 school staff and 60 court staff, 73 men and 47 women with average age of 41.12 and 17.91 years of work.) The subjects were selected by convenience sampling method and answered the Attribution Style Questionnaire. The Questionnaire considers three aspects: permanence, pervasiveness, personalization. Permanence means the optimists think that positive events are permanent and pessimists think that negative events are permanent. Pervasiveness means that optimists think that success and pessimists think that defeat is in all surroundings. Personalization means optimists think that failures have external causes and pessimists think that failures have internal causes. Data were analyzed using two-factor ANOVA. Analysis of the results showed that the optimism do not depend on job or gender. And also pervasiveness, personalization do not show any correlation with job and gender. Permanence was not different in two gender but showed some differences according to job. The results show that between optimism and pessimism of court staff and high school staff was no significant difference. But Average pessimism of Justice staff was more than the average pessimism of high school staff. And significant difference was seen between two group of staff in permanence.

Key words: optimism- pessimism, job, Attribution Style, court staff, high school staff.

INTRODUCTION

As optimism and pessimism is learned the attitude toward the events can change over time and this change can be caused by the Occupation them, and given that the personnel of Justice with issues of crime involved and often according to clients different impact on mental health and optimism staff. Positive Psychology, the study of the conditions and processes that lead to optimal performance prosperity of the people, groups and institutionalized. Positive psychology is the scientific study of the strengths and virtues of a range of ordinary human beings (Hyatt and Gable, 2005).

Positive psychology as a science of positive subjective experience of well-being, satisfaction, happiness, hope, optimism and happiness stems focusing defined (Sahin et al., 2010). Optimism is one of the indicators of positive psychology is having a positive reference about the present and future success is defined as (Luthans, 2006). One of the important roles of optimism influences and the impact on the mental health of individuals and of human life in terms of mental, physical and social (including employment) will be influenced (Hsynzadhmdvy, 2006).

Optimism is when people explain their events accordingly (Ward, 2014). Optimists tend to see their own and other positive events and positive interpretation. Optimists, the more popular and better compatibility with education, employment and sports. The political and social achievements of women is higher (Light et al., 2013).

Since manpower is one of the largest resources and assets of each organization, their health is role in increasing efficiency (H. et al., 2013). The staff is optimistic as human resources dumped into that promote organizational performance and the success of the organization (Edmonton and Western, 2002). Optimism over the staff lead to important results such as reduced absenteeism, increased productivity and customer satisfaction is an (Nelson & Cooper, 2007).

Luthans As a pioneer of organizational behavior at work optimism application optimism more attention to strengthening the management capabilities of employees saw their weaknesses (Nelson & Cooper, 2007). Luthans organizational behavior optimism as optimism study and application of psychology in abilities human resources and capacity they have defined structures, which in his opinion should be measured optimism and development and to improve performance will be closed (light et al., 2012).

Attribution Style answer the question "why this happened to me," provides addressing. Create documents by the primary drive is to understand what is happening around them (Joseph and Gary, 2011). Optimism (style optimism documents) related to the concept of locus of control (Davis, 2006). Khvsh-Byn-Ha bad things with external causes, unstable and deals specifically explained while optimism bad things to internal causes, generally stable explain (Moran, 2014).

Seligman and his colleagues agree that a person who is optimistic optimistic explanatory style, which means that when they explain problems and deals external reasons, temporary and cite specific addressing. Success and something positive person with an internal reasons, fixed and gives an overall explanation is said that explanatory style is optimistic (Smith et al., 2013). Optimism with high levels of career planning, career and personal goals identify occupational and (Brslr, 2010).

Martin Seligman in 1998, has expressed optimism a way of explaining it is not a personality trait (Pvrsalhy, 2012). Even in explaining why each event, good or bad, happened to him after three uses: Persistence, ubiquity, personalization

Continuation of the pessimists and negative events, positive events Khvsh-Bynha considered permanent. Inclusive means that cynicism, defeats and optimism, success in all inclusive Hvz-h-Ha know. Personalize the Nakamy-Ha the Khv-Bynha due to external causes and are pessimistic, due to internal causes (Seligman, 1383). Numerous psychological studies obtained from the study that Optimist with many variables, such as physical health, mental health, life satisfaction, achievement motivation, life expectancy, chronic diseases, physical compatibility, optimal performance in work environments , coping strategies and positive and significant relationship like that.

Seligman claims gives an optimistic explanatory style increases the chances of success in different areas of application. Studies also show that optimistic explanatory style leads to success in the areas such as sales performance, education and sport is an (Smith et al., 2013). Optimists than pessimists tend to be more successful, to believe that failure is a temporary obstacle, better performance in school and better health and better equipment to avoid depression. Optimism also as a buffer between acute and chronic stress and depression manifestation is an appearance and life satisfaction and psychological wellbeing predict the screw (Sahin et al., 2010). Bilateral relationship is a relationship between jobs and optimism (Seligman, 1391) and research shows it well.

METHOD AND MATERIAL

Descriptive and causal-comparative study. For a comparison of optimism and pessimism in the business of Justice and the employees paid high schools and high schools in Tehran prosecutors Ast. staff in 93-1392 were selected as study population. The reason for the high school staff and the judiciary as the population of the high school staff and Lord Justice deal different. Justice employees with criminals and psychiatric problems and sometimes has problems dealing with the high school staff and students who are the future full of energy and vitality and hope are concerned. the questionnaires were answered. males and 47 females, aged 24 to 68 years, with an average age of 12/41 and 91/17 employment duration in this study.

The research instrument and test grading ASQ attribution style questionnaire

Style Questionnaire documents a self-evaluation tool to clarify the attributions first people to uncontrollable events by Peterson et al. (1982) was developed. Half of the items included in the questionnaire and the other half consists of pleasant events are unpleasant events.

The questionnaire includes 48 positions with couples forced to choose options that any of the situations listed My-Snjd just one of the dimensions. Even in explaining why each event, good or bad, that happened to him My-Aftd three dimensions: sustainability, inclusiveness, pers.

Grading

For each call internal, overall, sustainable, score one for each call external, unstable and specific zero score in each event pleasant for each call lasting, internal, generally zero and call external, unstable and specific score a any unpleasant event data exist.

This questionnaire has two grading (for events 24 score and pleasant to unpleasant events 24 score), and each group consists of three series score will be the original documents in three dimensions. This means that for every two scores in a questionnaire after Ali there's good and bad.

For example, for events lasting two sets grading to score positive and negative events, ie 8 Event pleasant and unpleasant event in sustainability 8 - instability there.

After grading in each dimension, the score of three dimensions Ali along pleasant and unpleasant events that the difference between the two scores from each achieved an overall score of research method

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Seligman (1998) for two bad learning score (PVB) and poor stability (PMB) has placed particular importance because the sum of the score of hope or despair individual measures to bad events.

Finding temporary and specific reasons for bad situations, limited time offer and subject-specific distress and gives one to quickly return to a normal life. But the reasons of stability and a generally bad for the future events and adverse life events is disappointing. In this questionnaire, there are 10 different scores (Khalidi, 1382).

Reliability and validity

Validity and reliability studies have been reported most desirable. Validity through Cronbach alpha coefficient due to the supply / stability due to / due from the generality of 93/0, 89/0, 90/0, which indicates high credit ASQ (Seirafi, 1376). Cronbach's alpha coefficient in the new test used in this study is equivalent to 59/0. 78/0 is the reliability of test reliability (Shahabi, 2007).or pessimistic person.

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RESULTS

Analysis of data

The age range of the participants in this study, 24 to 68 years with an average age of 41.12 and standard deviation was 9.18. Maximum participants 40 years of employment and minimum 3 years with an average of 17.91 and the standard deviation was 8.96.

For comparison, a significant difference between the optimism of employees according to occupation and gender of two-factor analysis of variance test was applied in two (work with both teachers and prosecutors and sex with two men and a woman).

Average optimism teachers at 46/1 and 28/0 is equal to the average Khvsh-Byny the court. ANOVA test results showed that the effects of occupation on the optimism is not significant.

Average Khvsh-Byny women is equal to 42/0 and 16/1 is equal to the average of optimism men. ANOVA test results show that the effect of sex on the optimism is not significant.

Occupation and gender interaction was not significant on the level of optimism.

Mean stability editors documents 15 / - and mean stability of court documents and 36 / 1- and ANOVA results indicate that the effect on the stability of jobs is significant. That is, jobs continue documents effect.

Mean stability of Women 1 / 1- and stable men, 53 / - and ANOVA results indicate that the effect of sex on the stability significant.

Occupation and gender interaction effect on the stability not significant.

Average comprehensive explanation of teachers 83 / - Average comprehensive explanation of court 51 / - is. The results of two-factor analysis of variance between the two shows that the effect of the acquisition jobs significant.

Average explain the inclusion of women is 97 / - and explain the inclusion of men is 47 / -. ANOVA test results indicate that the effect of gender on learning not significant.

Occupation and gender interaction on learning is significant.

To search for employees according to occupation and gender differences in self-test after analysis of variance were used in two-factor two.

If documents can be seen in the average personal style of teachers is equal to 45/2 and the average style of court documents in the Personalization is equal to 16/2. The test results show that the effect on the Personalization is not significant.

Women in the Personalization average of 51/2 and 17/2 is equal to the average man in the Personalization. The test results show that the effect of sex on the Personalization is not significant.

CONCLUSION

The human resources are among the organizations resources and a source of competitive advantage are better. Since the population of every society form a huge part of human resources, mental health is of high value to society. Given that mental health staff, judicial and educational reasons, including the nature of the stressful professional, high volume work, low pay, lack of recognition and lack of sensitivity to their needs than other segments of society at more risk if personnel and judicial training health problems, especially psychological problems are not able to provide the appropriate target groups and given that studies show that explanatory style can be corrected (Jordan, 2008). So, should redouble efforts on identifying causes and resolve the factors to be pessimistic.

The aim of this study was to compare optimism among staff, prosecutors and high schools in Tehran.

The results show that the optimism of employees according to job type and gender, there is no significant difference. These results Meteor (2005) are consistent management, he said, between optimism and pessimism and level of education and gender does not exist. Because of the possibility of such an outcome can be noted that such a document explaining how women and men, regardless of their sex and sexuality depends on other factors than jobs. The results showed that the education level of optimism and pessimism personnel can not explain. But these results and Bartrm Creed and Patton (2004) does not match. The researchers showed a correlation between optimism and jobs there; it seems probable reason for this lack of difference resulting from the use of different tools in the research is to measure optimism and pessimism.

Another possible reason may be the lack of involvement of other factors, such as genetic differences in optimism and pessimism is probably the kind of job they alone could not be their optimism or pessimism.

The results showed that among employees in terms of stability documents (explanations permanent or temporary events) according to the type of job, but there is no gender causes difference. Sustainable events described optimists good and bad events, but pessimists transient events lasting bad and good transient events described (Khajeh Amiri, 1382). The results showed that among employees in terms of stability documents with regard to the gender difference is not seen. These results allowed (1379) is consistent. Allowed (1379) in a study that found that male and female managers in the continuation of attribution style is different. The probable reason for this is that women and men regardless of their gender explain things in the same way.

Although employees of the Prosecutor's Office and school both documents are very pessimistic, but average staff of prosecutors is much lower than the employee was a high school, the staff of prosecutors style pessimistic about the staff school, and because it can be a large number of clients and repeated exposure these jobs with people with problems numerous as compared to other professions.

Results showed that among employees in terms of training documents according to the type of employment and gender differences do not exist; these results with data available (1379) is consistent in Babylon. The job variable and gender determining Justice after learning documents in personnel and school staff have not been and probably other variables such as inheritance and parenting style explains it.

Both documents are so different from men and women, regardless of their gender explain the documents to the same way.

But the data show that the average pessimism employees according to job type and gender are different and judicial staff average a little more than high school staff. The only difference between the judiciary and school employees in a later style Asnadhast documents in the name of continuity. Perhaps for this reason that optimists refer to the qualities that always have to be such hard work and loving it and making optimism in them. Both groups were pessimistic attribution style better.

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