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THE STUDY OF FACTORS RELATED TO VOCATIONAL WEAR IN MUNICIPALITY'S EMPLOYEES

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ABSTRACT

The aim of this research is to examine the factors related to vocational wear of municipality's employees. The statistical method used in this research is descriptive – survey based. In this research the statistical population is municipality's employees. Sampling in this research has been down randomly in which determination of statistical sample volume has been done through Kukeran formula. Since the statistical population contains 1500 persons, the sample volume obtained from Kukeran formula is 276 persons. In this study in order to gather data, realized questionnaire is used which consists of 30 questions which are evaluated according to desired aims ,based on 5-level Likert spectrum ,from very high to very low. In order to provide a reliable questionnaire Muslech standard questionnaire has been utilized. Statistical methods have been done in two parts based on descriptive statistics , which contains tables and descriptive charts in format of frequency tables and frequency percentages as well as average statistics and standard deviation, and inferential statistics containing single variable T tests and ANOVA and correlation coefficient and for data analysis, SPSS has been used. The data result in significant level of 0/5 signifies that there is a relation between different vocational levels, executive responsibilities, work record and vocational wear.

KEYWORDS

Municipality's Employee, Sampling, SPSS, Statistical Population, Vocational Wear.

INTRODUCTION

Modern human being is compelled to suffer from some limitations and pressures in the course of compatibility with his sociological and vocational environment. One of these numerous pressures in workplace leads to employee's vocational wear. Vocational wear is used when speaking about fatigues caused by existing pressures in workplace, the work per se and as well as symptoms and states of stamina atrophy, frustration and withdrawal in employees. In recent years vocational wear phenomenon has attracted the attention of many researchers and involved people in human resource productivity .The exact amount of vocational wear is not clear .Nevertheless it damages human resource and workforce extensively.

It is now near 20 years which vocational wear word is used in psychology literature and now vocational wear is recognized as an important sociological and personal problem [1]. In fact people relations to their works and the problems which lead to dissatisfaction as a result of that, have been considered important phenomena during these years. The usage of vocational wear term has emerged in the USA since the 1970s, especially among those who have been engaged with human service affairs. However for the first time in the Qerner story (1981) one case of vocational wear has been shown in which psychological problems and frustration of an architect's job caused him to resort to the jungles of South Africa [2].

Vocational wear was initially an uncommon concept and there weren't much standard definitions and illustrious opinions about what it is and what can be said about it for several years, but at later times different definitions and concepts have been offered about vocational wear by some eminent researchers and investigator[1] ,about vocational wear , writes: vocational wear is a corporeal ,emotional and mental fatigue which is produced out of direct and longstanding confrontation of people with situations which are emotionally exhausting[3]. States vocational wear as an inefficient adaption with tension [4]. Describes this phenomenon as the lack of progressing spirituality, energy, personal objectives and as the results of hard vocational conditions[5]. States that depression (reactionary) is mostly accompanied with sin, while vocational depression is accompanied with rage. Moreover, vocational wear is at least initially related to vocation and specified situation, not the overarching situation.

This paper proceeds as follows. In the next section, the background study is described. Section 3 describes related works in this field, etc.

REVIEW OF THE LITERATURE

Rafiee (1383) in an investigation entitled as "examination of the amount of vocational wear and its relation to counteracting methods utilized by employed nurses in burning accidents hospitals in Tehran" found that nurses who used high responsibility method had high-level of vocational wear and the nurses who made use of excessive problem resolving method had vocational wear in a low level. Azinezhad ,Parvin and SeyyedJavadHoseini (1383) in a research entitled as "vocational wear and its causes in clinic nurses working in the Babol medical sciences university's associated hospitals" say : with respect to recognition of vocational wear causes in this study, managers should provide the conditions such as increase in salary, decrease in work hours, entertaining programs arrangement, holding group work in sessions, forming sport classes and holding workshop about the mental tensions coping methods ,so that the mental pressures of nurses could be diminished. Shadok and colleagues (2009) in an examination titled : "the association of factors with vocational wear among the workers of residential buildings for mentally retarded people , 174 persons (127 female and 47 male) from 12 governmental organizations and 4 private organizations" is unanimous. The results of this research show that there isn't significant difference between wear grades and work hours, employment status, age and mental retardation degree of interviewees. Hasani (1381) in a research titled "examination on the amount of vocational wear of female mathematics and art teachers of common high schools of Tehran" is unanimous. In his studies he indicated that there is no significant difference between vocational wear of mathematics and art teachers in three dimensions of vocational wear with respect to its relation to educational field with taught field, furthermore there was no significant difference concerning work record, district of teaching and distance of workplace.

As indicated in the sources, Langster and Ellen, for the first time in 2002, did a research on burnout status, and in which factors such as family income and even the issue of how to deal with burnout were also examined. The overall results of the study indicated that men gained significantly higher scores on personality change than women. In this study, the quality of life in men is lower than women's and that men showed higher burnout. Men had used less coping techniques than women did. Women were much more likely to spend more energy on their friendship and the value of the friendship. In men, burnout is caused by the two

factors of tension and offspring [3]. In 2004, several studies were conducted in this area. In early 2004, Aziznejad and Hosseini's research studied the causes of the problem in pediatric hospitals. The results were interesting in that they indicated a correlation between age, job experience, and job burnout. The main cause of staff's job burnout was the lack of sufficient pays, benefits, and social support. As we know, human resources are the social capital of every organization. In the same year [7], Maslach and well did research on the burnout among foreign workers in the US organizations indicating that the Canadian workers, despite being more familiar with the climate and culture of America, were more prone to burnout because of their French language, compared with English-speaking European workers. This research has led organizations to pay more attention to the role of language education of their human resources [2]. In late 2004, Bradski and Dessler studied the factor of burnout among men and women. The results of this study indicated that, due to the many problems and the various contradictions in their lives, women were more at risk of burnout than men were, hence this being in absolute contradiction with Allen and Langster's research in 2002. The scientists concluded that the relationship between gender and burnout cannot be generalized to the entire population, such as making the assertion that men experience more burnout than women or the vice versa [4]. In 2008, Mr. Hassani studied a number of factors, about which he had done already research, on the burnout in teachers in Tehran. Some of the results indicated that factors such as job experience, teaching area, and distance from work to home do not have a significant correlation with burnout [9]. In 2009, an interesting study was conducted by Shadokandwell which highlighted the role of religion. According to their research, religious people showed a significantly lower burnout than did the non-religious ones. They also concluded that marital status had a strong correlation with different aspects of burnout. The subjects who had been separated from their spouses or had lost them showed the highest level of burnout. Also, there was no significant difference in burnout, work hours, job experience, age, and degree of mental disability of the clients [8].

RESEARCH HYPOTHESIS

- There is a relation between different vocational statuses and wear in municipality's employees.
- There is a relation between executive responsibility of employees and vocational wear in municipality's employees.
- There is a relation between vocational variables (work record, employment status, work hours, workplace and ...) and vocational wear in the municipality's employees.

RESEARCH METHODS

In this kind of research, researcher tries to report the facts without any intervention or cultural inference and takes objective results from the case [11]. The survey method has been utilized from among different descriptive methods with respect to the topic of this research which is about vocational wear and its important factors on municipality's employees. In this method the characteristics of people haven't been considered in details and it deals with general statistics. This method is a mean to obtain information about people attitude. Data gathering method used in this research is questionnaire in a way that we try to gather existing information about the topic of research initially and then base our description and analysis upon them and following that test them through a questionnaire which contains 30 questions. Achieved stability from total questionnaires is 937/7 which is really appropriate. Interviewing method is also used for initial data gathering and SPSS software has been used for statistical data analysis. In this examination, municipality's employees who are 1500 persons constitute our statistical population. To estimate the sample volume, we need to determine the below cases:

P= the proportion of the population which has a specific property

T= the standard confidence level value 95%

D= amount of error which is usually 0.05

Now with respect to that n or the sample volume through the main formula can be obtained, number of the research samples based on the above formula has been 276 people.

INFERENCE STATISTICS

For the hypotheses analysis in this chapter, statistical method t, ANOVA, correlation coefficient etc. has been used. The sample under study contains 276 people. There is a relation between different job statuses and vocational wear in municipality's employees (Table1).

TABLE 1: DIFFERENT JOB STATUSES AND VOCATIONAL WEAR IN MUNICIPALITY'S EMPLOYEES

Test result	p-value	Degree of freedom	Test statistic(f)
Test hypothesis refutation	0/003	3	1/3

The comparison of p-value with significant level of 0.05 confirms that null hypothesis (there is no relation between different job statuses and vocational wear in municipality's employees) should be refuted; so research hypothesis is confirmed and that means there is a relation between different job status and vocational wear in municipality's employees. There is a relation between executive responsibility and vocational wear in municipality's employees (Table2)

TABLE 2: EXECUTIVE RESPONSIBILITY AND VOCATIONAL WEAR IN MUNICIPALITY'S EMPLOYEES

p-value	Significant level	Pearson correlation coefficient
0/000	0/05	0/82

The comparison of p-value with significant level of 0.05 confirms that null hypothesis (there is no relation between executive responsibility and vocational wear in municipality's employees) should be refuted; so research hypothesis is confirmed and that means there is a relation between executive responsibility and vocational wear in municipality's employees. The correlation coefficient of 0.82 shows that there is a sensible correlation between two variables of executive responsibility and vocational wear .

Third hypothesis: there is a relation between vocational variables (work record, employment status and ...) with vocational wear in municipality's employees. There is a relation between employment status and vocational wear in municipality's employees (Table3).

TABLE 3: EMPLOYMENT STATUS AND VOCATIONAL WEAR IN MUNICIPALITY'S EMPLOYEES

Test result	p-value	Degree of freedom	Test statistic(f)
Null hypothesis acceptance	0/6	2	0/5

The comparison of p-value with significant level of 0.05 confirms that null hypothesis (there isn't any relation between employment status and vocational wear among municipality's employees) should be accepted. So research hypothesis is refuted and that means there is no relation between employment status and vocational wear. There is a relation between (Table4).

TABLE 4: WORK RECORD AND VOCATIONAL WEAR IN MUNICIPALITY'S EMPLOYEES

Test result	p-value	Degree of freedom	Test statistic(f)
Null hypothesis acceptance	0/036	3	21/06

The comparison of p-value with significant level of 0.05 confirms that null hypothesis (there is no relation between work record and vocational level in municipality's employees) should be refuted; so research hypothesis is confirmed and that means there is a relation between work record and vocational wear in municipality's employees.

DISCUSSION**- A DISCUSSION ABOUT THE FIRST HYPOTHESIS:**

First hypothesis: there is a relation between different job statuses and vocational wear in municipality's employees. To analyze this hypothesis, ANOVA has been used. The comparison of obtained p-value which is equal to 0.003 with the significant level of 0.05 shows the refutation of test hypothesis. So research hypothesis is confirmed and that means there is a relation between different job statuses and vocational wear between municipality's employees.

- A DISCUSSION ABOUT THE SECOND HYPOTHESIS:

Second hypothesis: there is a relation between executive responsibility and vocational wear between municipality's employees.

For analysis of this hypothesis, correlation coefficient has been utilized. The comparison of obtained value (p-value =0.000) with the significant level of 0.05 shows refutation of hypothesis. So research hypothesis is confirmed and that means there is a relation between executive responsibility and vocational wear between municipality's employees. The correlation coefficient of 0.82 shows that there is a sensible correlation between two variables of executive responsibility and vocational wear.

- DISCUSSION ABOUT THE THIRD HYPOTHESIS:

The third hypothesis: there is a relation between vocational variables (work record, employment status and ...) and vocational wear in municipality's employees.

- There is a relation between employment status and vocational wear between municipality's employees. To analyze this hypothesis, we use ANOVA test. The comparison of p-value which is 0.6 with the significant level of 0.05 shows the confirmation of test hypothesis; so the research hypothesis is refuted and that means there is no relation between employment status and vocational wear in municipality's employees.

- There is a relation between work record and vocational wear between municipality's employees.

For analysis of this hypothesis, ANOVA test has been used. The comparison of p-value (0.03) with the significant level of 0.05 indicates refutation of test hypothesis; so the research hypothesis is confirmed, i.e. there is a relation between work record and vocational wear in municipality's employees.

CONCLUSION

Vocational wear is one the important complications of each organization. Ignoring many factors in the companies can lead to this problem. ignoring Some of these factors in the municipality such as motivation and interest, favorability of the organization, considering family problems and trying to remove them, paying due attention to financial issues such as auspicious payment and condition, observing equity in the payments and some more can lead to the foresaid problem. If in each organization the process of recruitment would be based on scientific and connoisseurs methods the motivation and intimacy in the organization grow. Appropriate divisions of responsibility and authority and reduce stress Proper training and human resource development are among the factors The infrastructure for recovery and the dynamics of their organization is to raise And to reduce the risk of burnout in the organization. Whatever the organization's human resource management in the organization gait to become more efficient and seriousness Vocational wear is not exist but less attention to personnel of any organization It follows Irreparable problems and the Vocational wear also among them.

SUGGESTIONS

Vocational stress, vocational satisfaction and solutions for increasing commitment are the variables which their impact on the employees could be examined. Holding seasonal or annual courses with the aim of getting familiarized with stress skills and prevention of vocational depression. Holding sessions and seminars about increase in vocational flexibility in case of difficulties

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