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Table of Contents, March 2012

Research Title/ Field	Article (Abstract)	Download
<p>The examination of the effect of welfare family counseling classes on marital satisfaction of couples</p>	<p style="text-align: center;">Original Research, B5 Ali Nik Bakht <i>J. Life Sci. Biomed. 2(2): 25-28, 2012.</i></p> <p>ABSTRACT: The purpose of this study was to evaluate the effect of welfare family counseling classes on marital satisfaction of couples. Therefore, sample 60 cases (30 pairs) of the people who referred to welfare family counseling centers were randomly selected. In order to evaluate of marital satisfaction of couples, forms which include 47 questions to assess marital satisfaction, ENRICH marital satisfaction scale was used. Before the start of classes, participants were asked to complete marital satisfaction questionnaire. One month after completion of the course, participants were asked to complete their satisfaction questionnaires. After collecting and scoring data, with using software SPSS, independent and dependent t tests, results were analyzed. Results showed that family education classes have not a significant effect on marital satisfaction of couples participated in the classes. Also, results showed that there is no significant difference between marital satisfaction of men and women in pre-test and after-test.</p> <p>Keywords: Family counseling, Couples, Marital Satisfaction, ENRICH Questionnaires.</p>	
<p>. A Comparative Analysis of Family Communication Patterns with Academic Achievement in Bandar Abbas City Male and Female Students of Third Grade Guidance School</p>	<p style="text-align: center;">Original Research, B6 Reza Fallahchai and Fatemeh Darkhord <i>J. Life Sci. Biomed. 2(2): 29-33, 2012.</i></p> <p>ABSTRACT: The objective of the present research was a comparative analysis of the family communication patterns on academic achievement in Bandar Abbas City male and female students of third grade guidance school. The statistical community of this Ex Pose Facto research method included all of male and female students of third grade guidance school. The sample members were 300, including 150 male and 150 female students chosen by classified random sampling method. The family communication patterns scale was used in this research. To analyze the findings, the two-way variance analysis was used. The research findings showed that the family communication patterns had a meaningful role in the students' academic achievement. The role of different family patterns on the student's Academic Achievement explains that some family communication patterns, cause more Academic Achievement for both male and female students. In general, in communication patterns, agreeing with a total Academic Achievement average of (17.01) and pluralist with a total Academic Achievement average of (1806), a meaningful difference in Academic Achievement was obtained in favor of male students. But there was no meaningful difference in other patterns.</p> <p>Keywords: Family Communication Pattern, Academic Achievement, Student</p>	
<p>Validation of "Prosocial Tendencies Measure" in Iranian University Students</p>	<p style="text-align: center;">Original Research, B7 Alireza Azimpour, Abdolkazem Neasi, Manizhe Shehni-Yailagh and Nasrin Arshadi <i>J. Life Sci. Biomed. 2(2): 34-42. 2012.</i></p> <p>ABSTRACT: The aim of the present study was to examine the validity of Prosocial Tendency Measure (PTM) in Iranian students. This scale measures 6 types of prosocial tendencies including altruistic, anonymous, dire, emotional, compliant and public prosocial tendencies (Carlo and Randal, 2002). We used 182 undergraduate students in order to study the validity of the scale by confirmatory factor analysis method, internal consistency and relationships to other measures. Also 34 students were used for test retest reliability procedure. We studied the relationships of the measure ' subscales to additional items, empathy, religiosity and social desirability. The results showed that this measure has acceptable fitness on Carlo and Randall (2002) model. Also the subscales of this measure had acceptable internal consistency and reliability after test retest. The subscales of compliant, emotional, anonymous and altruism had positive and significant relationships with empathy but there was negative relationship between public to empathy. The subscales of compliant and anonymous had positive and significant relationships with religiosity. Social desirability had negative and significant correlation to public. But social desirability had also positive and significant relationships to anonymous and altruism. There was not any significant difference between girls and boys in any of six PTM subscales.</p> <p>Keywords: Prosocial Tendencies Measure, empathy, religiosity, social desirability.</p>	
<p>The examination of symptoms of mental disorders in firefighters and their spouses</p>	<p style="text-align: center;">Original Research, B8 Orchide Sharifian and Ali Nik Bakht <i>J. Life Sci. Biomed. 2(2): 43-47. 2012.</i></p> <p>ABSTRACT: Occupational hazards of firefighting profession display with the divulging and aggravation of physical and mental diseases types. The purpose of this study was the examination of symptoms of mental disorders in firefighters and their spouses. Therefore, all firefighters working in the operational section of Bandar Abbas (80 persons) and their spouses (54 persons) were selected and with using the MMPI questionnaire 71 questionnaire were tested. Correlation method was used to analyze the data. Results of study were showed that more than half of the firefighters had symptoms of mental disorder and 44percent of their spouses also had symptoms of mental disorder. Howe scale, and paranoia scale of depression in their spouses of firefighters, had the highest frequency. The most common colons code in firefighters</p>	

was 24.42 and in their spouses was 16.61 respectively. Another finding of this study was that there was the positive and significant relationship between the personality profile of fire fighting and their spouses. The conclusion of this study is that about half of the firefighters and their spouses are at risk of mental disorders that this amount is more than normal levels of normal society and is needed that be more attention to mental health in this group.

Keywords: Mental disorder, Fire fighting, MMPI, Personality profile.

**Review Research, B9
Hamideh Allahgholi**


J. Life Sci. Biomed. 2(2): 48-51. 2012.

ABSTRACT: Although the most precious element of any organization is human being and human power, there is no doubt that human resource management unit can secure, improve and conserve human in a way that corresponds its needs in present and future challenges of any organizational unit. Nowadays, knowledge and experiment make managers to understand the major part of difficulties of organization and its principals are directly related to human power issues. It's important to note that low quality of production and services, dissatisfaction of clients and customers, unachievable organizational objectives, not having effective enrolment on world competitions, low amount of income, are the most significant factors in supplying organization mission. If management is considered as motivating factor of organizational elements in coordinating programs, responsibilities of managers are supplementing main principles of organization. Objective of this review is to evaluate managers' proceed in art & technology high schools in the case of educational assignments from teachers and their own viewpoint.

Key words: management, function evaluation, educational assignments



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Students and
Managers' Viewpoint:
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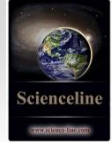
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The examination of the effect of welfare family counseling classes on marital satisfaction of couples

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ABSTRACT

The purpose of this study was to evaluate the effect of welfare family counseling classes on marital satisfaction of couples. Therefore, sample 60 cases (30 pairs) of the people who referred to welfare family counseling centers were randomly selected. In order to evaluate of marital satisfaction of couples, forms which include 47 questions to assess marital satisfaction, ENRICH marital satisfaction scale was used. Before the start of classes, participants were asked to complete marital satisfaction questionnaire. One month after completion of the course, participants were asked to complete their satisfaction questionnaires. After collecting and scoring data, with using software SPSS, independent and dependent t tests, results were analyzed. Results showed that family education classes have not a significant effect on marital satisfaction of couples participated in the classes. Also, results showed that there is no significant difference between marital satisfaction of men and women in pre-test and after-test.

Keywords: Family counseling, Couples, Marital Satisfaction, ENRICH Questionnaires.

INTRODUCTION

One of the important and effective on the fate of mankind is family life. According to healthy and intimate relationships in a family can provide progression of growth of family member. But many evidence shows that today there are severe problems in the community in establishing and maintaining intimate and friendly relations of couples. Marital relationship is a process which couples pay the exchange of thoughts and feelings as verbal and nonverbal form during that process (Sharafi, 2004).

Such communication is one the most important sources of getting satisfaction in life. Marriage for mankind is a kind of perfection. Mankind according to creation law and of nature commandment for supplying of diverse needs such as psychological, social, and survival of their generation, relaxation of body and mind and solving of various problems of require to get married (Navabi Nejad, 2001).

Marital relationship is one of the strongest human relationships that it's how having the various outcomes for spouses, children and other family members and the community. Whatever these interactions between spouses is more and these interactions is with affection and intimacy, spouses will be greater satisfied from being togetherness and of the marital relationship, satisfaction and this will not only leads to strength of the marital relationship, but also will provide health and peace mental and emotional of family members (Sharafi, 2004).

Marital relationship is central core of family system and disorder in it is threatens to family survival. The satisfaction of member of family about marital relationship as his satisfaction family and that means satisfaction of life (Ebadat Poor, 2001). Those who are newly married, only think about a successful marriage, even most of them believe that their relationship is different from the others and a deep love and their happiness support their common life. But sooner or not, most of couples find out that for dealing with problems and contradictions, they are not ready well, gradually they are familiar to the truth such as restlessness, hopelessness and this is where most couples do not know the problem comes from where (Beck, 2004).

Several studies have shown that when people are married, they are healthier than the unmarried period (Meyers et al, 2005). Many of studies about the causes of endurance or dissatisfaction of marriages have shown that weak quality of marital relationships leads to separation and divorce (Kurdak, 2005). Studies show that tension in the marital relationship, couples will move towards increased depression (Husseini and Hussein Chary, 2009). Education level, income and race have also effect on marital satisfaction. Higher income will lead to greater marital satisfaction (Kurdak, 2005).

Farnam (2005) had a research with the title as the examination of the effect of the counseling before marriage on sexual health and marital satisfaction in couples who referred to selected centers of Tehran University of Medical Sciences, which is a quasi-experimental study, among couples who referred to selected centers, 3 couples in the group of witness and 32 couples in studied group were evaluated. Studied group in a four-hour training session was presented by the researcher, were participated. These trainings were emphasized more on various aspects of sexual health and communication and conflict resolution skills. Witness group were participated in regular classes, which was emphasized on issues of family planning and testing before marriage. Both groups were given questionnaires that must be completed and the post 4 months before and after marriage. Results that were obtained from that were the score average of sexual health and marital satisfaction between two witness and studied groups showed the differences significantly.

Darjziny (2007) in his study has been titled the examination of relationship between marital satisfaction by identifying and expressing feelings in women referred to health centers in West Tehran, 325 married women who referred to health centers and have at least read and write, not patients, not drug addiction, not marry more than once and had at least one child were selected as examples. The results showed that between marital satisfaction and the problem was recognized and expressed his feelings, was found a significant inverse relationship. There was a significant relationship between life satisfaction and marital variables, level of education and economic status. Between identifying and expressing feelings with different variables, education level and economic status, significant relationship was observed. Between life satisfaction and problems about identify and express their feelings with age (a couple), duration of marriage, age gap, number of children and lifestyle there was no significant relationship. Results indicate that with identifying and expressing emotions, increasing the level of education and men's income, marital satisfaction increases.

Frosat (2003) in his study evaluated and compared control source and marital satisfaction among employed women (teachers) and the housekeeper in Tehran. 200 samples by referring to high school education in area 5 in Tehran as cluster approach and the housewives has been selected. The result of the study stated that between control source and marital satisfaction in employed women and housewives, there is no significant relationship. On the other hand, the findings have shown that control source of employed women and housewives, there are significant differences. That means employed women had more external control source than housewives. The results also indicate that between marital satisfaction of housewives and employed women, there are significantly differences and housewives women had more satisfied with their marital life, but in other aspects of the effects of age, parity, duration of marriage and family income on marital satisfaction, no significant effect obtained.

Family is one of the main elements of the community. To achieve a healthy society, clearly family health and healthy families is necessary and to achieve that having mental health and having good relationships with each other is necessary. Thus, a healthy family and relationship building for the community no doubt will produce positive effects. Today, failure of the marriage is because of lack of marital dissatisfaction. The lack of a healthy relationship between couples will become them unhappy and accompany other conditions lead to the family foundation will be shaken. Centers of family counseling and other welfare centers under the organization pay consulting services, provide family counseling information and knowledge in the field of understanding, adjustment and marital satisfaction by training classes. Thus, marital counseling can provide information that is necessary to create a good life help create a healthy society and various studies show that marital counseling had an impact on the quality of marital relations and increase satisfaction and understanding in marriage. Thus, the goal of present study is that family counseling provided by the Welfare Bandar Abbas how is effective in marital satisfaction. The research questions:

- Whether the classes of family counseling have effect on marital satisfaction in couples?
- Whether there is a significant difference between the marital satisfaction of men and women before participate in family education classes?
- Whether there is significant differences marital satisfaction of the men and women after participating in family education classes?

MATERIALS AND METHODS

This study is a quasi-experimental study by pre-test and post-test without a control group. Statistical Society of research was all couples referred to family counseling Welfare of Bandar Abbas. Sample size in this study was 30 couples (60) who were referred to family counseling centers at Bandar Abbas. For selection of sample, sampling random method was used. Initially, participants were given the necessary explanations in the family education classes. They were attracted to participate in research. They noted that this research is performed in two stages. After attract their satisfaction and providing necessary explanations, Enrich marital satisfaction questionnaire was given to them. One month after completion of training courses on family welfare center in Bandar Abbas, which were managed by experts, the research participants were asked to complete the satisfaction questionnaire. After collecting and scoring data, using software SPSS and Correlated and independent t method, the results were analyzed. The used instrument was Enrich questionnaire of marital satisfaction which was is a tool with 115 questions. This questionnaire is used to measures the level of work satisfaction in the marital relationship. In this study 47-item short form is used which is composed of 12 subscales. Each subscale is graded from 1 to 5. Validity and reliability of marital satisfaction has been confirmed in numerous studies. David and Olson of the

University of Minnesota with research about over 15 thousand pairs have evaluated validity and reliability of this questionnaire, in total, several studies using questionnaires Enrich in Iran and outside Iran have been conducted. The results of this research have shown that Enrich scale has good detection capability and structure and content. Soleimani (1995) had research about the examination of Reliability and validity of the Enrich couple satisfaction questionnaire, reported high reliability and validity index for the questionnaire as short form with 47 questions. He is obtained 95% credit using the alpha coefficient. Bagherian nejad and Sanaei (2004) in their study as the examination of the dimensions of the unsatisfied marital satisfaction of men and women in divorce in Isfahan, they used Enrich questionnaire 115-question which, alpha coefficient of subscales of personal issues, communication and conflict resolution, financial management, leisure activities, sex, parenting and child-friendly and egalitarian roles were respectively: 0.86, 0.81, 0.90, 0.87, 0.83, 0.89, 0.87, 0.92, 0.84. Mir kheshti (1375) has been reported Alpha coefficient of this questionnaire in the short form 48-question questionnaire 92% and about form including 47 questions Soleimani (1995) has been reported 0.95. Sanaei and Bagherian nejad's research has been reported high alpha coefficient for the race Enrich couple satisfaction questionnaire. Also, in examination of the relationship this scale with other scales about family, significant and high correlation was obtained, in fact all subscales of this questionnaire have been able to distinguish satisfied and dissatisfied couples which show the questionnaire's validity and the structure. (Hefazi et al, 2006).

RESULTS

The age limits of persons who were tested, was between 20 and 56 years. Their age average was 29.1 with a standard deviation of 6.26. Participants in the study were selected of different jobs including worker (31.7 %), housewives (28.3%), employee (11.7%), free (8.3%), technicians (6.7%), nurses (5%), teachers (5%) and engineers (3.3 %). In viewpoint of education, 15 percent were under diploma, 46.7 percent diploma and 38.3 percent higher diploma. Table 1 shows Results of Correlated t test and significant level.

Table 1- The results of dependent t test for pre-test and post-test of marital satisfaction

Variable	Number	Average	Standard deviation	T amount	degree of freedom	Significant
Pre-test	60	4.75000	19.87301	1.851	59	0.69
Post-test						

As the table above shows, the obtained value of t is 1.851 with degrees of freedom 1 that a significant level is 0.69 and shows no difference is between the pretest and posttest. To determine that is there difference between marital satisfaction for women and men in the pre-test if differences or not, independent t was used. The results are presented in Table 2.

Table 2- The results of independent t test for difference between two groups from the viewpoint of marital satisfaction in pre-test

Variable	Group	Number	Average difference	Degree of freedom	T amount	F	Significant
marital satisfaction	Men	30	3.9333	58	0.802	2.138	0.426
	women	30					

The results of the t-test showed that there is no significant difference between two groups, in fact in the pretest step there is no significant differences between women and men about marital satisfaction. In order to determine whether there is a significant difference between men and women in marital satisfaction after the test or not, independent t was used. Table 3 shows the results.

Table 3- The results of independent t test for difference between two groups from the viewpoint of marital satisfaction

Variable	Group	Number	Average difference	Degree of freedom	T amount	F	Significant
marital satisfaction	Men	30	1.7000	58	0.681	0.02	0.499
	women	30					

According to the results of Table 3, there is no significant difference between the two groups, so in step of post-test there is not observed significant differences between women and men's marital satisfaction.

DISCUSSION AND CONCLUSION

Considering that family is one of the main foundations of society, having a healthy family in community is depend on having good relations with each other and the pain and the treatment of human depended on how his marital relations, and is depended on achieving a sincere relationship. The relationship can be toggle different aspects of happiness and human perfection. Considering that marital satisfaction is one of the most important factors that stabilize the marriage between couples, in this study, marital satisfaction was assessed in two stages. First step was before receiving family education and the second step after receiving family education.

The first question of study was whether the classes of family counseling have effect on marital satisfaction in couples? According to the results, the first research's question was not significant. This means that the likely family education classes have not required effect on participating couples. One reason for this can be the lack of skills and expertise of experts in these classes who manage these classes. Because most of experts of Bandar Abbas center had bachelor degree or have graduate in non-related fields and had not enough expertise.

The second research's question was whether there is a significant difference between the marital satisfaction of men and women before participate in family education classes? According to the results of the Independent t test, it was found that marital satisfaction between men and women from attending classes, there was no significant difference.

Third research question was whether there is significant differences marital satisfaction of the men and women after participating in family education classes? Test of t showed no significant difference between the two groups. In fact, neither women nor men, none of them did not much benefit of classes. Therefore, it can suggested that for these classes and courses, highly qualified specialists or other university professors are used so these classes will have necessary quality and costs will not waste.

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A Comparative Analysis of Family Communication Patterns with Academic Achievement in Bandar Abbas City Male and Female Students of Third Grade Guidance School

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ABSTRACT

The objective of the present research was a comparative analysis of the family communication patterns on academic achievement in Bandar Abbas City male and female students of third grade guidance school. The statistical community of this Ex Pose Facto research method included all of male and female students of third grade guidance school. The sample members were 300, including 150 male and 150 female students chosen by classified random sampling method. The family communication patterns scale was used in this research. To analyze the findings, the two-way variance analysis was used. The research findings showed that the family communication patterns had a meaningful role in the students' academic achievement. The role of different family patterns on the student's Academic Achievement explains that some family communication patterns, cause more Academic Achievement for both male and female students. In general, in communication patterns, agreeing with a total Academic Achievement average of (17.01) and pluralist with a total Academic Achievement average of (1806), a meaningful difference in Academic Achievement was obtained in favor of male students. But there was no meaningful difference in other patterns.

Keywords: Family Communication Pattern, Academic Achievement, Student.

INTRODUCTION

One of the ways for looking at a family structure is to pay attention to the communication channels through which family members are interacting with each other. Those groups of communication channels that occur abundantly in a family are called communication patterns (Trenholm and Yensen, 1996). When family uses effective communication patterns, has a clear understanding of the content and intention of each message, and family members can transfer their thoughts, feelings, desires, and needs to each other. Because of the family position and situation, the 1994 was called the global year for the family. The United Nations have also called May 19th (Ordibehesht 25) of each year the global day for the family, because of the family's high position. Some scholars such as Ackerman have recognized a curing nature for the family. Nathan Ackerman says, "The family's curing nature has concurred with human basic laws of action which is probably as old as the family itself." The family curing as natural phenomena includes all processes occurring in the family framework in the direction of healing. It is a sign of revival through fondness and intimacy.

Family is the first grounder of children's character, values, and intellectual standards (Kamijani, 2007). Watzlawick & Beavin & Jackson define family as a legislative system that its members are continuously busy with defining and reconsidering their own communication nature definition according to their communication patterns (Clark & shields, 1997). The primary meaning of family communication is that children learn communication with others, behavior interpretation of others, feeling experience, and communication activities with others (Koerner, 2004). Principally, the family communication pattern concept or family communication semi-designs is a scientific structure of the family superficial world that is defined based on family members' communication with each other, what they tell each other, what they do, and what do they mean by these communications (Koerner and Fitzpatrick 2002, Barel, Fitzpatrick 1990 quoted from Fitzpatrick, Koerner, 2004). Stone and Chaffee are the first ones who used the Socio-orientation and Concept-orientation terms as two family communication patterns. Studying the family communications, Chaffee et al. (Chaffee and McLeod, 1972; Chaffee, McLeod and Etkin, 1971; Chaffee, McLeod and Wackman, 1970; McLeod and Chaffee, 1972; McLeod, Harburg, E.,

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& Price, 1966; Stone and Chaffee, 1970) offered a theory in which the family communication patterns reflect methods through which the family explains and interprets the social reality and share that explanation and interpretation with its members. They (McLeod and Chaffee, 1972; Stone and Chaffee, 1970) argued that there are two imagined way to achieve a common reality and meaning among family members. One of them is that family members discuss beliefs and concepts, which they called "Concept-orientation". Another is that children face parents for guidance asking, which was called "Socio-orientation". Concept-orientation was determined with easy expression of ideas and people's active involvement in discussion and sharing ideas, while the socio-orientation feature was appeared in the form of a triumph for keeping and maintaining the uniform and harmonious relationships with parents (McLeod and Chaffee, 1972).

Chaffee et al. (Chaffee, McLeod and Etkin, 1971; McLeod and Chaffee 1972) introduced 4 types of family communication patterns or 4 family types based on concept-orientation and socio-orientation dimensions: the agreeing family, the pluralist family, the keeping family, and the devolving family. The agreeing family is the one which shows both high concept-orientation and socio-orientation. The pluralist family has high concept-orientation but low socio-orientation, while the keeping family has low concept-orientation but high socio-orientation. Finally, the devolving family shows both low concept-orientation and socio-orientation.

The concept-orientation and socio-orientation dimensions and the known instruments "Chaffee and McLeod's family communication patterns" have influenced family study for a long time in 1970s and 1980s (Fitzpatrick 2004). The concept-orientation and socio-orientation dimensions was later analyzed and criticized by David Ritchie. He noted multiple nonconforming to research findings with the framework expressed by Chaffee and McLeod (1972), and reconsidered and renamed the two sub structural dimensions of these patterns to better obtaining their own behavioral characters. According to him, since concept-orientation emphasizes on the beliefs importance, it must be named speaking and listening orientation in order to reflect the attention to discussion, and open and accepting exchange of ideas between parents and children, and because socio-orientation emphasizes obedience, it must be named unison orientation.

Parent and children interactions are regarded as children's emotional evolution and show itself all over their lifetime. Teenage is among the most important stages (Momen Amiri, 2008) that is a stressful stage for parents and children, and parental influences in passing this stage and the development of its normal changes is very important (Okrodudu, 2010, Driscoll et al., 2008). Teenage is a transition stage from childhood to adolescence (Pierre, 2000). In most of the researches, the most shares in determining the factors of a behavior, and also academic achievement, is allocated to the family, maybe because the family is the first school that the individual experiences it, and his learning richness and content has a direct relationship with the function and content of family environment. After family, the educational environment plays a deserving role in the teenager's actions, behaviors, and emotional transformation. The cooperation and sympathy feeling, rules of conduct, competition, adaptability, observing clarity, self-devotion, correct thinking, respecting others rights, and solving issues and problems that the principles and foundations of social life has been based on it. Different research findings have shown that academic achievement is both influenced by information processing knowledge structure processes and family factors (Buttler and Winne, 1995). The influencing factors on academic achievement are includes Individual factors (includes: having an aim, self-esteem, motivation, anxiety, study method, intelligence, attention, programming, physical factors, emotional and mental conditions, and absence from school); School factors (includes: learning duration at school and at home, content books and educational materials, nonconformity between the program and educational methods, lesson preparation and giving grades, educational calendar and educational hours, classroom environment and school facilities, school expectations of the students, frequent teacher replacements, school distance from home, teacher-student relationships, teachers' skill, educational conditions and desirable education facilities, grade and evaluation, homework, the number of students in a class, lack of appropriateness between aim and program contents, lack of appropriateness between educational methods and facilities with program contents, and lack of appropriateness between school regulations and environment with students' needs and social and mental conditions); and Family and social factor (Beibangard, 2004), that recognizing students' issues and problems in school environments, from physical and psychological demensions. Can be very effective (Beckert, Wilkinson and Sainsbury, 2003), recognition, examining, and comparison of family communication patterns on the student's academic achievement, makes doing a research acceptable in this area.

Anderson (1987) showed that, gender, position, father educations, parents education involvement, feeling a tension for progress and self-concept, are proper previews for student's academic achievement. Jegdi et al., (1997) continuing the previous research, emphasized the progress motivation and study habits on Nigerian high school students' academic achievement, again. Yusefi and Khayer (2003) in a research analyzed the relationship between formal argue and emotional awareness with their academic achievement. An analysis of the findings clarified that there is a meaningful relationship between the two constituents of emotional awareness and all students' academic achievement.

MATERIALS AND METHODS

Research method was expose facto and data is collected in a survey. Statistical society of the research includes all male and female students of third grade guidance school Bandar-Abbas in 2010-2011. The subjects were selected and tested through multistage randomized cluster sampling. Based on this method 300 students (150 male, 150 female) were selected.

Family Communication Patterns: Ritchie and Fitzpatrick's (1990) Revised Family Communication Pattern (RFCP) Instrument was used in this study. This instrument was designed to measure the degree to which families promote the expression of ideas or place importance on reinforcing rules within the family unit. The RCFP contained alphas ranging from .76 to .84. Items were measured based on their degree of conversation or conformity. The purpose of this study, however, was to assess family patterns (protective, pluralistic, consensual, and laissez-faire). Therefore, family patterns were determined based on the calculated split median scores for each of the family orientations. For the entire sample, the conformity For the reliability of this tool, in the performed analysis, the average amount of Cranach's Alpha of 89% (the 84% to 92% domain) for speaking and listening, 79% (the 73% to 84% domain) for uni: 12 used, the reliability index was reported 99% for speaking and listening, 73% to 93% for unison condition, through reexamining method. For determining construction validity and confirming the factorial structure of the mentioned scale, the factor analysis method in basic constituent's method with erect rotation was used for application in Iran. For measuring the amount of students' academic achievement, also, the average academic achievement of students in third grade was considered in final exams that related data was collected from sample schools. For assessing data we used F test, and statistical T test was used to .All of the statistical calculations were done by the use of SPSS statistical software version 16.

RESULTS

Two -way analysis of variance was used in order to examine the signification of difference between communication patterns and gender in academic achievement in male and female students.

Table 1. The two-way variance analysis in examining the difference between communication patterns and gender in academic achievement

Changes Resource	sum of Squares	df	Mean of Squares	F
Family Communication Pattern	912.961	3	304	5.013*
Gender	6.073	1	6.073	1.017
Interaction	26.806	3	8.93	2.096
Error	1244.973	293	4.24	
Total	2438.01	300		

* P < .05

As the above table shows, the variance analysis test in examining the difference between communication patterns and gender in academic achievement showed that the main effect of communication patterns is meaningful ($F_{3, 293} = 5.01$ in the meaningful level of ($p=0.038$), that is, the family communication patterns had a meaningful role in the students' academic achievement. Regarding the average for the sample group in family communication patterns, in general, in communication patterns, agreeing with a total academic achievement average of (17.01) and pluralist with a total academic achievement average of (18.06), a meaningful difference in academic achievement was obtained in favor of male students. With regard to male and female students' academic achievement, as shown in the above table, the main effect of gender isn't meaningful ($F_{1, 293} = 1.01$, in the meaningful level of ($p=0.196$). Also, according to the above table, the role of interaction between communication patterns and gender isn't meaningful on the academic achievement ($F_{3, 293} = 2.09$, in the meaningful level of ($p=0.101$). That is, the family communication patterns role is equal in male and female academic achievement.

Table 2. Comparison subtypes of family communication patterns and academic achievement between male and female students

Communication Pattern	Gender	n	Mean	SD	Mean	df	T test
Pluralist	Male	47	18.72	2.183	18.72	1	3.11*
	Female	35	17.40	1.785	17.40		
Agreeing	Male	50	17.42	1.976	17.42	1	2.27*
	Female	28	16.71	2.034	16.71		
Boundless	Male	16	14.10	1.966	14.10	1	-1.25
	Female	36	15.24	2.140	15.24		
Supportive	Male	37	16.43	2.158	16.43	1	1.08
	Female	51	15.68	3.135	15.68		

* P < .05

As the above table shows the calculated amount of t ($t = 3.11$) is meaningful at a level of (0.05); therefore, the first subtype research hypothesis is confirmed and we can conclude with a 95% certainty that there is a meaningful difference in favor of males between the average grades of academic achievement of male and female students with parents having pluralist communication patterns.

Also, the calculated amount of t ($t = 2.27$) is meaningful at a level of (0.05); therefore, the second subtype of research hypothesis is confirmed and we can conclude with a 95% certainty that there is a meaningful difference in favor of males between the average grades of academic achievement of male and female students with parents having agreeing communication patterns.

According to the inserted results in the above table, the calculated amount of t ($t = -1.25$) isn't meaningful at a level of (0.05); therefore, the third subtype of research hypothesis isn't confirmed and the null Hypothesis is confirmed. We can conclude with a 95% certainty that there isn't a meaningful difference between the average grades of academic achievement of male and female students with parents having boundless communication patterns.

Also, the calculated amount of t ($t = -1.08$) isn't meaningful at a level of (0.05); therefore, the fourth subtype of research hypothesis isn't confirmed and the null Hypothesis is confirmed. We can conclude with a 95% certainty that there isn't a meaningful difference between the average grades of academic achievement of male and female students with parents having supportive communication patterns.

DISCUSSION AND CONCLUSION

The results of this study illustrate that the meaningfulness relationships of family communication patterns in male and female students' academic achievement. The obtained results from the two-way variance analysis test in examining the difference between communication patterns and gender in the amount of male and female students' academic achievement showed that family communication patterns have a meaningful role in student's academic achievement. The different role of family communication patterns on the students' academic achievement, expresses that some family communication patterns cause more academic achievement. Regarding the average for the sample group in family communication patterns, in general, in communication patterns, agreeing with a total academic achievement average of (17.01) and pluralist with a total academic achievement average of (1806), a meaningful difference in academic achievement was obtained in favor of male students. But the difference was not meaningful in other patterns. San Trock (1997) believes that the major factor that determines the effect of family life and school environment is the emotional-mental atmosphere present at this environment and the continuous strengthening of the behaviors from family and school in the most critical and vital years of an individual's lifetime, i.e. the teenage and youth periods. Numerous research findings have shown that academic achievement is both influenced by information processing knowledge structure processes and family factors (Buttler and Winne, 1995).

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Validation of “Prosocial Tendencies Measure” in Iranian University Students

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ABSTRACT

The aim of the present study was to examine the validity of Prosocial Tendency Measure (PTM) in Iranian students. This scale measures 6 types of prosocial tendencies including altruistic, anonymous, dire, emotional, compliant and public prosocial tendencies (Carlo and Randal, 2002). We used 182 undergraduate students in order to study the validity of the scale by confirmatory factor analysis method, internal consistency and relationships to other measures. Also 34 students were used for test retest reliability procedure. We studied the relationships of the measure's subscales to additional items, empathy, religiosity and social desirability. The results showed that this measure has acceptable fitness on Carlo and Randall (2002) model. Also the subscales of this measure had acceptable internal consistency and reliability after test retest. The subscales of compliant, emotional, anonymous and altruism had positive and significant relationships with empathy but there was negative relationship between public to empathy. The subscales of compliant and anonymous had positive and significant relationships with religiosity. Social desirability had negative and significant correlation to public. But social desirability had also positive and significant relationships to anonymous and altruism. There was not any significant difference between girls and boys in any of six PTM subscales.

Keywords: Prosocial Tendencies Measure, empathy, religiosity, social desirability.

INTRODUCTION

Prosocial behavior is “any act, deed or behavioral pattern that is socially constructive or in some way beneficial to another person or group” (Corsini, 1999, p: 769). This behavior can be considered in different levels of analysis. In “macro” level of analysis, the prosocial action is studied in the context of organizations or social group. Voluntarism or organizational citizenship behavior (OCB) are some constructs in this level. In “micro” level of analysis the origin of human helping behavior in evolution, biology or genetics is discussed. For example viewing the altruism as genuine or reciprocal or kin related reaction in human or animal is one of the discussions in this level. And in “meso” level, the study of helper-recipient in specific context is the subject of analysis. In this level the social psychology or personality psychology studies about when and why people act prosocially is one of the important focus (Penner, Dovidio, Piliavin, Schroeder, 2005).

Beside the difference in explanation level of prosocial behavior there are some differences in types of prosocial behavior in a level –“meso level”- of explanation. Carlo and Randall (2002) criticized considering and measurement the prosocial behavior as global. Because previous researches showed that there are different types of prosocial behavior and any of these types have different situational and personal correlates. So Carlo and Randall (2002) made Prosocial Tendencies Measure (PTM) for assessment types of prosocial behavior in late adolescents and adults, then the revised measure of prosocial tendencies (PTM-R) for early and middle adolescents (Carlo, Hausmann, Christiansen, Randall, 2003).

One of the categories of prosocial behavior is altruism (Carlo and Randall, 2002). Writers from different disciplines define altruism differently (Piliavin and Charng, 1990). Within psychology, altruism is one of the motivations underlying helping. Altruism has been defined as a special type of helping in which the benefactor provides aid to another person without anticipating the rewards from external sources for providing assistance while incurring some personal costs for taking this action (Kazdin, 2000). Empirical studies supported the

hypothesis known as Empathy-Altruism (or sympathy-altruism) that says empathy is predictors of altruism (Piliavin and Charng, 1990; Eisenberg and Morris, 2001).

Carlo and colleagues (2003) in their research on middle and early adolescents by using the PTM-R found that for early adolescents, altruistic prosocial tendencies were positively related to sympathy, stereotypic and internalized prosocial moral reasoning, also negatively related to hedonistic and approval-oriented prosocial moral reasoning. But for middle adolescents, altruistic prosocial tendencies were negatively related to approval-oriented prosocial moral reasoning and personal distress also positively related to vocabulary scores. In both of these age groups, altruism related to ascription of responsibility. Hardy and Carlo (2005) in their work around relationship between prosocial behavior and religiosity by mediation of prosocial values (kindness) and using the PTM on high school students showed that altruism related to religiosity. Hardy (2006) in his study in university students by using the PTM showed that altruistic prosocial behavior predicted by prosocial reasoning. But it was not significantly predicted by prosocial identity and empathy.

Beside the altruism there are differences in other prosocial behavior. Carlo and Randall (2002) with viewing to literature and after exploratory factor analysis, beside altruism addressed five other prosocial behaviors. There are compliant, emotional, public, anonymous and dire prosocial behaviors.

Compliant prosocial behaviors were defined as helping others in response to a verbal or nonverbal request (Carlo and Randal, 2002). Eisenberg et al (1999) in his longitudinal research for study the consistency of prosocial tendency across development found that compliant prosocial behavior in preschool classrooms generally did not predict later prosocial behavior or sympathy (Eisenberg, Guthrie, Murphy, Shepard, Cumberl, & Carlo, 1999).

In the work of Carlo and colleagues (2003) compliant prosocial tendencies were negatively related to hedonistic prosocial moral reasoning and positively related to needs-oriented prosocial moral reasoning, perspective taking, and empathic accuracy. This is also related to ascription of responsibility and sympathy in middle and early adolescents. Hardy and Carlo (2005) showed that the religiosity have positively related to compliant prosocial behavior. Hardy (2006) in his study with university student found that compliant prosocial behavior is negatively associated with prosocial (moral) reasoning, while this had not significantly association to empathy and prosocial identity.

One of the other prosocial behaviors in PTM is Emotional prosocial behaviors that conceptualized as an orientation toward helping others under emotionally evocative circumstances (Carlo and Randal 2001). In a model Eisenberg and Fabes (Eisenberg and Okun, 1992) showed that people with emotional under regulation, and also typically intense experience of negative emotions (but not positive emotion), are prone to experience personal distress when exposed to others' negative emotions. They sometime help others in order to decrease their distress but if they can, they avoid at encounter to helping situation. In contrast, people who are intensely emotional and also can regulate their emotionality are prone to experience sympathy rather than personal distress. They often don't avoiding at helping situation and do helping.

Carlo and colleagues (2003) found that Emotional prosocial tendency was positively related with internalized prosocial moral reasoning and empathic accuracy and negatively related to hedonistic moral reasoning. It was also related to script to responsibility and sympathy in both early and late adolescents. Hardy and Carlo (2005) showed that there wasn't significantly relationship between emotional prosocial behavior and religiosity. Hardy (2006) in his study found that empathy and prosocial Identity were positively predictors of emotional prosocial behavior while prosocial reasoning was not a significant predictor.

One of the motivating that explains the prosocial behavior in some people is moral hypocrisy (Baron and Byrne, 2006). Finding in social psychology shows that helping affected by audiences, for example helping other people around apathy bystander decreases helping (Aronson, 1999). Public prosocial behavior is helping in front of others (Hardy, 2006). This type of helping is likely to be motivated at least in part, by a desire to gain the approval and respect of others and enhance one's self-worth. Albeit researchers have pointed out that social desirability concerns are not necessarily incompatible with prosocial behavior (Carlo and Randall, 2002).

In the research of Carlo and challenges (2003) Public prosocial tendencies were positively related to approval-oriented prosocial moral reasoning. Hardy and Carlo (2005) showed that not significant relationship between public prosocial behaviors and religiosity. Hardy (2006) found public prosocial behaviors negatively associated with prosocial reasoning but prosocial identity and empathy were not significant predictors of public prosocial behavior.

Based on exploratory factor analyses Carlo and Randal (2002) found 2 other factors that named it dire prosocial behavior (Helping in crisis or emergency situations) and anonymous prosocial behavior. (Helping performed without knowledge of who helped).

Carlo and challenges (2003) found that dire prosocial tendencies were positively related to need, stereotypic and internalized prosocial moral reasoning and negatively related to approval-oriented prosocial moral reasoning. Furthermore, dire prosocial tendencies were positively related both to perspective taking and empathic accuracy. Dire prosocial tendencies were negatively related to hedonistic prosocial moral reasoning. Furthermore, dire prosocial tendencies were positively related to both perspective taking and empathic accuracy. It also related to sympathy in early and middle adolescents. In middle adolescents also dire prosocial behavior relate to ascribe responsibility. Hardy and Carlo (2005) found dire prosocial behavior don't related to religiosity. Hardy (2006) found that empathy was positive predictor of dire prosocial behavior but prosocial identity and prosocial reasoning not significantly linked with it.

In the work of Carlo and challenges (2003) Anonymous prosocial tendencies were negatively related to hedonistic prosocial moral reasoning. Anonymous prosocial tendencies were positively related to empathic accuracy and internalized prosocial moral reasoning. Hardy and Carlo (2005) showed that there is significant relationship between anonymous prosocial behaviors and religiosity. Hardy (2006) found that prosocial identity positively predicted anonymous prosocial behavior, but empathy and prosocial reasoning were not significantly associated with anonymous prosocial behavior.

Carlo and Randall (2002) showed that in the late adolescents public prosocial behavior has negative relationship to altruism, compliant, anonymous. Anonymous has positive significant relationships to, dire, emotional and compliant; dire has positive relationship to emotional, compliant; emotional has positive relationship to compliant, altruism and also there are positive relationship between compliant and altruism.

Laibin (2007) in his work about some predictors of prosocial behavior in order to using overall score and to reduce the number of scales considered The four subscale of dire, emotional, altruistic, and anonymous as theoretically related, these four scales were submitted to a factor analysis. But Calderón-Ten, Knight, Carlo (2011) in his research for study the Socialization of Prosocial Behavioral Tendencies among Mexican American by correlation analysis shows that the emotional, compliant, and dire tendencies are substantially interrelated, while public, anonymous, and altruistic are not, So in their study, for using PTM as latent variable just used the emotional, compliant, and dire tendencies.

Carlo and Randall, (2002) showed that girl adolescents in altruism, anonymous, emotional and compliant prosocial behavior have higher score; but boys in public were high than girls. In the dire prosocial behavior there weren't any significant difference. Carlo and et al, (2003) also showed that females more than males showed altruism, emotional, anonymous prosocial behaviors. And males more showed public prosocial behavior.

Present study

Followers the cultural relativism in moral philosophy (see Gensler, 2004) or some of moral psychologists view to moral issues as culturally related than universal. Indeed viewing moral development as universally or cultural related is one of debates in moral psychology (see Gibbs, Basinger, Grime, Snarey, 2007; and Jensen, 2008). The aim of this study is Validation the measure of Prosocial Tendencies Measure in Persian context. Study the possibility of generalization the 6 types of prosocial (moral) behaviors in Iranian culture and Lack of such measures in Persian for researches in this realm, dedicate the necessity of this research.

In order to this aims we studied construct validity by using confirmatory factor analysis (CFA), convergent, discriminate and criterion-referenced validity by study relationship of subscales to additional items, and to some the other relevant constructs that their measures are existed in Persian language. We also studied reliability by test re test and internal consistency (see Anastasia, Urbina, 1997). We also examined our prediction about interrelationship between some factors of this measure.

According to Carlo and Randall (2002) we predicted that public prosocial behavior must have a negative and significant correlation to anonymous, compliant and altruism. Anonymous, dire, emotional and compliant must have interrelated together. Also altruism must have positive and significant relationship to emotional and compliant.

For convergent and discriminate validation we studied relationship the subscales of this measure to empathy, religiosity and social desirability. Many researches showed the relationship between empathy and related constructs (like sympathy, perspective taking or personal distress) to prosocial behavior specially altruism (Eisenberg, Okun, 1996). According to some researches (Carlo and colleagues, 2003, Carlo and Randal, 2001, Hardy, 2006) we predicted that empathy must have positive relationship to altruism, anonymous, dire, emotional also probably compliant prosocial behavior, but It must has negative or non-relationship to public prosocial behavior.

Followers the supernaturalism or Divine command view in moral philosophy consider religion as origin of moral (prosocial) behavior (Gensler, 2004; Holmse, 2006). But the researches for study link between religiosity and moral considerations were inconsistent and were not flavorful for follower of this point of view (Wulff, 1997). An important discrepancy seems to exist between self-reports and laboratory studies regarding prosociality among religious people. Some have even suggested that the relationship between the religiosity and prosocial behavior that reported in some studies involve moral hypocrisy (Saroglou, et al, 2005). But some researchers believe that this discrepancy is due to different types of religiosity. For example Ji, Pendergraft, Perry, (2006) found that horizontal or "love-of-neighbor" faith is a powerful predictor of altruism, Intrinsic and orthodox religion is aligned with positive views toward helping, and other types of religiosity inversely related to actual altruistic behavior. But Hardy and Carlo (2005) showed that this discrepancy also can be explained by difference in prosocial behavior. According to them we predicted that religiosity must be related to altruism, anonymous, compliant and not related to public, dire and emotional prosocial behavior.

Social desirability is "a tendency of self-report instruments to respond according to what is perceived socially desirable rather than on personal true characteristics" (corsini, 1999; p: 913). Carlo and Randall (2002) showed that social desirability was not correlated significantly with the PTM subscales. In the work of Carlo et al (2003) for middle adolescents, social desirability had negative relationship to altruism. But this didn't relate to altruism in early adolescents and also didn't relate to other types of prosocial behavior in late and middle

adolescents. Because our participants were undergraduate student (more late adolescents) we predicted that there must not be any relationship between social desirability and PTM's subscales.

According to Carlo and Randall, (2002) and Carlo and et al (2003) finding about gender differences we predicted that girls scores in altruism, anonymous, compliant and emotional prosocial behavior must be more than boys, but in public, boys must be more than girls, also in dire there must not any significant difference between girls and boys.

MATERIALS AND METHODS

Measure of Prosocial Behaviors (PTM): This is a 23-item self-report measure that assesses 6 different prosocial behaviors. It's types are compliant (example item: When people ask me to help them, I don't hesitate.), public (example item: I can help others best when people are watching me.), anonymous (example item: I tend to help needy others most when they do not know who helped them.), dire (example item: I tend to help people who hurt themselves badly.), emotional (example item: I tend to help others particularly when they are emotionally distressed.), and altruistic (example item: I think that one of the best things about helping others is that it makes me look good.). The scoring is according 5 Lykert scale by 1 (Does not describe me at all) to 5 (Describes me greatly). An altruism items scoring is reversely. This measure made by Carlo and Randall (2002) by using the previous study, factor analysis, test re test, and study relationship in order to study converge and diverge validity with some related measures, (measures of sympathy, perspective taking, personal distress, social desirability, global prosocial behaviors, social responsibility, ascription of responsibility, vocabulary skills, and prosocial moral reasoning), and They proved satisfactory psychometric characteristics for this measure.

This measure translated by one the authors, somewhat modified and verified by other three authors of this article that all were familiar with Persian and English language. Also we 12 students (6 male and in term 2 of undergraduate in education) as focus group at a 40 minutes for discuss about comprehensibility and fluidity of Persian vocabulary and phrase that we used in translation of this Scale and we somewhat modified their sentences and words after this discussions.

Additional items: for study criterion-referenced validity we added additional items for any subscale. There was consensus between authors about content of these items after some modification. English translation of these additional items was: "I like to be seen by others when I am doing a benevolent deed or helping people" (for public); "I help needy people mostly when I see them crying or grieving;" (for emotional); "I think helping others should not be done for vested interests;" (for altruism). "I prefer to help those who are engaged in a serious and dangerous problem;" (for dire). "When someone needy asks me for help, I immediately help him;" (for unanimous); "I try not be known by those who has been helped by me;" (for compliant). We also discussed and modified the comprehensibility vocabulary of these items beside the PTM items by our focus group.

Empathy: for measuring the empathy we used to empathy subscale of Bar-On Emotional Quotient Inventory (EQI) (Bar-On, 1997). That is 6 items and scored at 1 (completely disagree) to 5 (completely agree). Translation and validation the EQI to Persian carried out by Shamsabadi (2004) and in his study the Cronbach alpha of empathy subscale was 0.55. In this study Cronbach's alpha of this subscale was 0.75

Social desirability: for measurement the social desirability there used the 13 item Marlowe-Crowne social desirability scale. This Scale made by Crowne, and Marlowe (1960), and its validation has been deed in several research (See Robinette, 1991; Meyer, 2003; Seol, 2007), and in several societies (Verardi and et al 2010). Translation and validation this scale to Persian has deed by Najarian (1992, cited by Najarian, Soudani, 2001) and that's validity (by using L subscale of MMPI) was satisfactory. Because the response of this measure consist of true and false, in this research for study internal consistency, we used the Formula of Kuder-Richardson (KR20) for this measure (see Anastasia, Urbina, 1997). The internal consistency from this method was 0.51

Religiosity: For measurement the religiosity we used Religiosity Measurement Scale (Aryan, 1998) that is bases of Shia Islam and consist of 20 items (for example: "Islam religion is respondent to many of my life questions."). Participant responded it at a Lyckert scale at 1 (very little) to 5 (very much). Two of its items are scoring reversely. Aryan (1998) made this measure on Iranian that were resident in Canada and found Cronbach's alpha of 0.92 for that's internal consistency. Shehni-y, Shokrkon, and Movahed (2004) found the alpha Cronbach's alpha of 0.89 and found satisfactory criterion-referenced validity to another measure. ($r=0.56$ $p<0.01$). Cronbach's alpha in present study was 0.94.

Participantes

182 Iranian undergraduate students (76 percent female, M age: 21.7, SD: 1.92) in Shahid Chamran University of Ahvaz participated in response to our verbal apply in 8 classrooms to completing the questionnaires. Completing the measures carried out in approximately half hour at last time of classrooms. All of participants were Muslim and Shia, 51 percent from faculty of basic sciences and others at faculty of literatures and Humanity. The questionnaires were nameless but for motivating participants if they want, we asked them to receive a code and by it they would see the content of measures and result of their measure (comparing with mean of other participant) in a weblog. By the same manner (but not by using nameless testes) we used the 34 under graduate and low terms student in psychology and counseling courses (21 female, M age 19.67, SD: 1.36)

also we used 12 under graduate low term students of education (6 female) in order to study face validity, or modify and study comprehensibility the Persian vocabulary of questionnaires.

RESULTS

The missing values are not much and we replace them to mean (see Hooman, 2008). Descriptive statistics were obtained for all items of PTM, (see table 1). Except the item 5 skewness of all data were between ± 2 and except the item of 13, kurtosis of all data were between ± 2 .

Table 1. Descriptive characteristics of PTM's items

Item	Mean	SD	Skewness	Kurtosis
Item 1	1.7308	.97993	1.347	1.377
Item 2	3.6000	1.09136	-4.03	-5.89
Item 3	1.8011	1.06677	1.377	1.331
Item 4	4.1722	.97929	-1.111	.702
Item 5	1.3757	.75444	2.393	5.933
Item 6	3.5000	1.03743	-.261	-.548
Item 7	3.4560	1.04894	-.158	-.652
Item 8	3.9385	1.10749	-.856	-.055
Item 9	3.6872	1.13296	-.579	-.439
Item 10	4.3051	1.09629	-1.521	1.367
Item 11	3.8453	1.25093	-1.521	-.632
Item 12	3.4804	1.18198	-.490	-.534
Item 13	1.5922	1.09449	1.855	2.405
Item 14	2.7654	1.19019	.222	-.897
Item 15	3.3901	1.21978	-.157	-1.052
Item 16	3.7845	1.34288	-.866	-.457
Item 17	3.2444	1.20808	-.154	-.977
Item 18	3.5363	1.07712	-.245	-.710
Item 19	3.7127	1.24513	-.521	-.994
Item 20	4.4088	.95378	-1.601	1.759
Item 21	3.2818	1.15140	-.128	-.745
Item 22	3.6409	1.29456	-.641	-.750
Item 23	3.9944	1.16839	-1.015	.006

Table 2. Standard regression weighs of PTM's items

Factors and items	Standard regression weigh
Public→Item1	0.518
Public→Item3	0.611
Public→Item5	0.711
Public→Item13	0.674
Emotional→Item 2	0.371
Emotional→Item 12	0.626
Emotional→Item 17	0.757
Emotional→Item 21	0.631
Altruism→Item 4	0.698
Altruism→Item 10	0.483
Altruism→Item 16	0.492
Altruism→Item 20	0.584
Altruism→Item 23	0.513
Dire→Item 6	0.689
Dire→Item 9	0.605
Dire→Item 14	0.662
Compliant→Item 7	0.667
Compliant→Item 18	0.934
Unanimous→Item 8	0.712
Unanimous→Item 11	0.655
Unanimous→Item 15	0.768
Unanimous→Item 19	0.799
Unanimous→Item 22	0.795

Confirmatory factor analysis was run with the AMOS16 (Arbuckle, 2007) according to 6 subscales of Carlo and Randall (2002). Because a single index for confirmatory factor analysis reflects only a particular aspect of model and because any fit indexes have their own limitation, so model fit is usually assessed based in part on the values of more than one index (Kline, 2005). For confirmatory factor analysis (CFA) we use some of necessary indices. These statistics included: Bentler–Bonett normed fit index (NFI), Comparative fit index (CFI) Goodness-of-fit index (GFI), adjusted goodness-of-fit index (AGFI). These indices are range from 0-1 and higher level is indicates better fit. Also Chi-square (χ^2) that is desirable to be non-significant, but because large samples are more likely to yield significant χ^2 values, it must be used relative chi-square (χ^2/df). If the ratio is less than 3 there is usually the good fit (Giles, 2002). Reasonably good fit of the researcher's model Root Mean Square Error of Approximation (RMSEA) that by a rule of thumb is that RMSEA $\leq .05$ indicates close approximate fit, values between .05 and .08 suggest reasonable error of approximation, and RMSEA $\geq .10$ Suggests poor fit (Kline,2005).

The indices of estimated model showed the acceptable fit for observed data. (Although $\chi^2 = 415.011$, $p = 0.000$; But $\chi^2/df = 1.930$; and NFI = .739; CFI = .850; RMSEA = .072; GFI = .840; AGFI = .795). The standard regression weight of any items to factors ranged at 0.371 to 0.934. Table 2 shows Standard regression weigh of any items to its factors and also shows covariance of factors.

Internal consistency

Cronbach alpha calculated for any subscale. For public it was 0.717, for emotional it was 0.689, for altruism 0.586 for dire 0.696, for compliant 0.771, for anonymous 0.865 and for overall items of PTM was 0.643

Criterion-referenced validity

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For criterion-referenced validity we used the additional item and subscales of PTM by one trail Pearson (see table 4). The correlation between additional item for Public and public subscale score was 0.468 (P=0.000), The correlation between additional item for emotional and emotional subscale score was 0.336 (P=0.000), additional item for altruism and altruism subscale score was 0.206 (P=0.000), additional item for dir and dire subscale score was 0.651 (P=0.000), Additional item for compliant and compliant subscale score was 0.616 (P=0.000), additional item for unanimous and unanimous subscale score was .0.798 (P=0.000).

Correlation between subscales and other related constructs

Empathy: there were negative and significant correlation between empathy and public ($r=-.209, p=0.000$), significant and positive correlation between it and compliant ($r= .130, p<0.05$), emotional ($r= .319, p=0.000$), anonymous ($r= .186, p=0.000$), altruism($r= .144 p<0.05$), but there are not any significant relationship between empathy and dire.

Social desirability: there were negative and significant correlation between social desirability and public ($r=-.172, p<0.05$), but there are positive and significant correlation between social desirability and anonymous ($r= .221 p=0.000$), and altruism($r=.213, p<0.05$) subscales. But there are not any significant correlation between compliant

Religiosity: there were positive and significant relationship between religiosity and compliant ($r= .300, p=0.000$), anonymous ($r= .331, p=0.000$). But there are not any significant between public, dir, emotional and altruism

Relationship between subscales

There was positive and significant relationships between compliant and dire ($r= 0.230, p=0.000$), Anonymous and compliant ($r= 0.328, p=0.000$), anonymous and dire ($r= 0.230 p=0.000$), Emotional and compliant ($r= 0.177 p<0.05$), emotional and dire ($r= 0.387 p=0.000$), dire and public ($r= 0.187 p=0.000$) and there are negative significant correlation between altruism and public prosocial behavior ($r= -0.632, p=0.000$) altruism and dire ($r= -0.274, p=0.000$), altruism and emotional ($r= -0.322, p=0.000$), altruism and anonymous ($r= -0.155, p<0.05$).

Table 3. Relationship between PTM's subscales, additional items, empathy, social desirability and religiosity

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1-public	1														
2-compliant	-.064	1													
3-emotional	.109	.177*	1												
4-Dire	.187**	.230**	.387**	1											
5-anonymous	-.099	.328**	.105	.230**	1										
6-altruism	-.632**	-.07	.322**	-.274**	.155*	1									
7-Additional item of public	.468**	-.087	.141*	.120	-.163*	.456**	1								
8-Additional item of compliant	.101	.616**	.178*	.188**	.305**	-.053	.031	1							
9-Additional item of emotional	.391**	.076	.336**	.317**	-.067	.333**	.367**	.085	1						
10-Additional item of dire	.208**	.180**	.311**	.651**	.079	.240**	.090	.210**	.317**	1					
11-Additional item of anonymous	-.047	.247**	.087	.204**	.798**	.085	-.143*	.333**	-.041	.084	1				
12- Additional item of altruism	.137*	-.167*	.013	-.161*	.287**	.206**	.109	-.150*	.077	.143*	-.164*	1			
13-Social desirability	-.172*	.095	-.077	-.118	.221**	.213**	.223**	.074	.259**	.170*	.179*	.001	1		
14-religiosity	-.008	.300**	.096	-.013	.331**	.008	.050	.246**	.145*	-.050	.281**	.012	.141*	1	
15-empathy	-.209**	.130*	.319**	-.029	.186**	.144*	-.087	.171*	.028	-.027	.151*	.030	.265**	.147*	1

** Correlation is significant at the 0.01 level (1-tailed). * Correlation is significant at the 0.05 level (1-tailed).

Gender Differences in Prosocial Behaviors

ANOVAs were conducted to assess gender differences in the primary study variables. But there is not any difference between male and female students. $F(1,173)= 6.815, p= .010$ for public; $F(1,171)=0.000, p= .997$ for emotional; $F(1,168)= 2.533, p= .113$ for altruism; $F(1,168)= 0.938, p= .334$ for dire; $F(1,175)= .688, p= .408$ for compliant and $F(1,173)= .001, p= .972$ for anonymous.

Test re test reliability

The subscales reliability of this measure by test re test after 55 days for altruism was 0.703 ($p < 0.01$), for dire was 0.397 ($p < 0.05$), for anonymous was 0.579 ($p < 0.01$), for emotional was 0.745 ($p < 0.01$), for compliant was 0.547 ($p < 0.01$), and for public was 0.482 ($p < 0.01$).

DISCUSSION

The prosocial tendency measure was made in American college students (Carlo and Randall, 2002). The fitness of this measure on Iranian students is acceptable ($\chi^2/df = 1.930$; GFI = .840; AGFI = .795; RMSEA = .072; NFI = .739; CFI = .850). The correlations of subscales to additional items were acceptable and significant, and the internal consistency by Cronbach alpha for its subscale was acceptable (at 0.586 to 0.771). Also the stability by test re test is desirable (all $p < 0.05$). So this measure seems to be usable for Iranian college students. But in inter correlation between subscales, divergence and convergence validity and gender difference there are some discrepancy to previous studies.

According to Carlo and Randall (2002) we predicted the negative relationship between public and altruism. The interrelations of this research showed that there are negative and high relationship between altruism and public ($r = -0.632$, $p < 0.01$). But also altruism was significantly negative correlation to dire, emotional subscales. This is opposite to Laibin (2007) that consider altruism, emotional, dire and anonymous as conceptually related constructs; And also opposite to Carlo and Randall (2002) that found positive significant relationship between altruism and emotional. Also altruism hadn't significant positive relationship to compliant that is also opposite to Carlo and Randall (2002).

One explanation to this discrepancy is the difference between altruism items and other subscale items in this measure. Altruism items in this measure assess motivation or reason behind the prosocial behavior but other types more directly assess behaviors or behavior situations. In the other hand Altruism items seem that is similar to assessing prosocial (moral) reasoning or at least some aspects of prosocial reasoning. If we accept that these items are more similar to prosocial reasoning than prosocial behavior we must consider moral (prosocial) reasoning difference around cultures (see Gibbs, Basinger, Grime, Snarey, 2007; and Jensen, 2008). Perhaps in the Third World countries there are less moral reasoning development than western countries and perhaps this moral cognition is more related to higher education or higher socio economic class in that countries. If these suppositions proved in further researches, this might cause some moral disengagement (see Bandura, 1999) for helping other helpless people from lower socio economical levels in third countries like Iran. Because that psychological distance can cause moral disengagement (see, Hardy, Bhattacharjee, Reed, Aquino, 2010). And perhaps it can explain the different relationship types of altruism and other prosocial tendency (emotional and dire and compliant) in this study.

There are different subscales that researchers showed have positive inter correlation. (See, Carlo and Randall, 2002; Laibin, 2007; Calderón-Ten, Knight, Carlo 2011). positive and significant inter correlation between compliant, dire, anonymous, and emotional in this research is according to Carlo and Randall (2002), except that there are not significant relationship between anonymous and emotional that is somewhat according to Calderón-Ten, Knight, Carlo (2011) that they consider just dire, compliant and emotional as latent variable. Positive significant relationship between altruism and anonymous in this research was qualified by Laibin, 2007 and not reported by Carlo and Randall (2002) and Calderón-Ten, Knight, Carlo (2011).

There was another significant positive correlation between public and dire that was not reported by previous researchers (Carlo and Randall, 2002; Laibin, 2007; Calderón-Ten, Knight, Carlo 2011). Perhaps in Iranian student dire and public both perceived as situational based prosocial behavior and both show the social attendance.

According to previous research (Carlo and Randall, 2002 and Carlo et al 2003) we predicted that social desirability hasn't any relationship to any types of prosocial behavior. But in Iranian students social desirability positively and significantly related to anonymous, altruism, also negative and significantly related to public. Now it shows that high score in altruism and anonymous in Iranian students might be considered as effort for positive self-presentation rather than altruism or anonymous prosocial tendencies. Also high score public might represented as be honest and self-discoursing rather than public prosocial tendency. So it is important to parting social desirability effects when, studying the relationship between this 3 subscale and other constructs in Iranian population.

According to Hardy and Carlo (2005) we predicted that religiosity must be related to altruism, anonymous, compliant and not related to public, dire and emotional prosocial behavior. In Iranian student this related to anonymous and compliant prosocial behavior but hadn't significant relationship to altruism and other prosocial behavior. Altruism has been defined as special type of helping in which the benefactor provides aid to another person without anticipating the rewards from external sources for providing assistance while incurring some personal costs for taking this action (Kazdin, 2000). But perhaps in some religious people helping deed by motivation of going to heaven and not going to hell and this is opposite to concept of altruism. So if we assessed different types of religiosity or spirituality, it might found different relationship between types of religiosity or spirituality and altruism (for example see: Ji, Pendergraft, & Perry, 2006.). As we told the content of altruism

items in this measure is near the moral reasoning that moral behavior. If our view was right it is better that also attend to some research about relationship of moral reasoning and some types of religiosity (For example see Glover, 1997 or Ji, 2004 or Ji, Ibrahim, Dong Kim, 2009).

According to some researches (Carlo and colleagues, 2003, Carlo and Randall, 2001, Hardy, 2006) we predicted that there is positive relationship between empathy and altruism, anonymous, dire, emotional also probably compliant prosocial behavior, but negative or non-relationship between empathy and public prosocial behavior. In this research also there were negative and significant correlation between empathy and public, significant and positive correlation between empathy and compliant, emotional, anonymous, altruism, also there are not any significant relationship between empathy and dire. Consideration to inter correlation between public and dire subscale, it seem that these both at least in Iranian student perceived as more situational stimulating helping than personality attitude like dispositional empathy.

According to finding about gender differences by Carlo and Randall, (2002) and Carlo and et al (2003), we predicted that girls scores in altruism, anonymous, compliant and emotional prosocial behavior must be more than boys, but in public, boys must be more than girls, also in dire there must not any significant difference seed between girls and boys. But in Iranian students there is not any gender difference in any of this subscale. If any gender difference somewhat considered as social learning (Bussey & Bandera, 1999), it must attending that this social learning can be differently between cultures. Nunner-Winkler, Meyer-Nikele, and Wohlrab (2007) found that there is a marginally significant relationship between high gender identification and low moral motivation in boys, but not in girls. Perhaps in Iranian college student identification with gender stereotypes isn't considerable. But more researches needed to study gender difference in moral issues or study the relationship between gender identification and moral issues in Iranian culture.

CONCLUSION

Finally this research reveals that the prosocial tendency measure (PTM) is relatively suitable scales in order to assess prosocial behaviors for Iranian students. But it is necessary to considering some culturally difference for using this measure on Iranian students. Perhaps for Iranian population it is better to considering altruism by different meaning (as a point of view instead to a behavioral tendency). Also Social desirability in work by this measure for Iranian population (in the subscales of public, anonymous, and altruism) must be considered and parted from relationships to other constructs.

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The examination of symptoms of mental disorders in firefighters and their spouses

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ABSTRACT

Occupational hazards of firefighting profession display with the divulging and aggravation of physical and mental diseases types. The purpose of this study was the examination of symptoms of mental disorders in firefighters and their spouses. Therefore, all firefighters working in the operational section of Bandar Abbas (80 persons) and their spouses (54 persons) were selected and with using the MMPI questionnaire 71 questionnaire were tested. Correlation method was used to analyze the data. Results of study were showed that more than half of the firefighters had symptoms of mental disorder and 44percent of their spouses also had symptoms of mental disorder. Howe scale, and paranoia scale of depression in their spouses of firefighters, had the highest frequency. The most common colons code in firefighters was 24.42 and in their spouses was 16.61 respectively. Another finding of this study was that there was the positive and significant relationship between the personality profile of firefighting and their spouses. The conclusion of this study is that about half of the firefighters and their spouses are at risk of mental disorders that this amount is more than normal levels of normal society and is needed that be more attention to mental health in this group.

Keywords: Mental disorder, Firefighting, MMPI, Personality profile.

INTRODUCTION

Firefighting organizations are formed with the main aim of saving of lives and property of people, therefore, a firefighter is capable of in the most critical environmental conditions and prejudicial of working conditions helps accident victims. According to the statistics of fires and accidents, the number of injuries and deaths of those firefighters in recent years is worrying, because the firefighters is doing work in hazardous environments, including explosions, so their susceptibility is the upper limit, in addition to this, accidents and risks of occupation in firefighting display with incidence and severity of physical and mental diseases types (Firefighting organization, 2011).

People working in occupations such as firefighting have great stress and are exposed to anxiety (Lesan and colleagues, 2010). Studies show that the highest disease and mortality firefighters are related to directly or indirectly to the nature of stress their work, so this job in the United States because of the stressful and dangerous from an occupational mortality point if view, has the fifth rank (Bernard, 1975).

Firefighters in each mission typically are exposed to numerous accidents including driving and traffic, smoke effects and complications of toxic gases in the areas of operations, complications of an audible sound, Loudspeaker light and rotary, side effects of hormones defense and disaster preparedness in the body, effects of heat on fire, effects of contact or absorption of chemicals through skin, physical injury in the line of duty of complications, receiving of ionizing radiation and radioactive radiation mechanism (Beaton et al, 1997).

Meanwhile, firefighters in doing of rescuing operations are exposed of accident such as seeing of tragic and grievous scenes, the occurrence of explosion in the event scene, the complication of arising from ergonomic equipment and machinery, the complications from serving as a shift, complications resulting from lack of proper nutrition and appropriate with job, the complications of stress after accident, the complications of working in contaminated environments, as the complications of working in wet environments (Beaton et al, 1997).

Research findings on criminal polish officers and firefighters (Toin and Foa, 1999), doctors and medical students (Mills and Mills, 2005) and nurses in emergency and intensive care unit (Laposa, Alden, and Fullerton,

2003) showed that in such jobs because of facing with the most important sources of stress such as dealing with risky events or death in patients and their struggle with death, are experiencing traumatic stress syndrome after accident.

Up to now so many different studies have been conducted in the field of mental health. The results of these studies all suggest that the study of mental health of people could be present valuable information in the field of educational programs, treatment and prevention of mental disorder to planners and managers of enterprises and service providers. The high prevalence of mental disorders and their chronic long term disability has caused problems in all communities be considered as a health priority (Noorbala et al, 2002). Looking at the statistics published in the field of mental disorders in different countries and Iran, the importance and necessity attention to mental health will be more specific. According to World Health Organization estimates in 2002, about 500 million people in worldwide are suffering from mental disorders that about half of them are formed slight disorders such as mild depression and anxiety (World Health Organization, 2001).

The review of studies in the field of mental health status of persons 15 years and older in Iran indicates that on average about 21 percent of the population suffer from mental disorders, and women are more vulnerable than men (Hosseini, 2000).

In the research by Nazari Hashemi and colleagues (Hashemi nazari, 2005), for the examination of mental health of firefighters in Tehran, concluded that the 15.2 percent of firefighters who were suspected of mental disorder, also mental disorders outbreak suspected shows with increasing of age of 5.2 percent in the group under 24 years to 33.4 percent in the group increased over 55 man.

Since the function of firefighters, in addition to their own health, has a direct effect on health of other people health of the population and mental disorders caused Conflicts and negative effect on the health of our community partners, given the poor record of survey studies about mental health of firefighting personnel, we decided to investigate the prevalence of psychological disorders in each of the firefighters and their spouses.

MATERIALS AND METHODS

This study is a descriptive and cross-sectional study. Statistical community of study, including all fire fighting personnel of Bandar Abbas (86 persons) and their spouses (57 persons) was a total 143 persons that because of limitation, sampling of them has not been performed, so the sample is equal to society. These people in seven fire stations operating were employed in the city of Bandar Abbas. In this study, the required information is collected by Minnesota multifaceted personality questionnaire, short form with 71 questions. So after explanation about study method, the method of completing of questionnaire, the arrest of collaboration, trust about classified answers, the questionnaires were completed. The questionnaires after collecting were investigated that 9 questionnaires because of lack of facing were eliminated. So 134 persons were entered in study. MMPI questionnaire is one of the most famous and valid of tests that are performed in recent years about the examination of mental test in the world. This test distinct the personality structure of person. The Minnesota test for the first time was presented in 1943 by R. Stark Hathaway and J. McKinley Charnly at the University of Minnesota. Short form for this test consisted of 71 questions, prepared and released by Kinkaen in 1968. Form 71-question test was prepared by Iranian cultural conditions, and finally by Barahani, okhovat, Shamloo and Noe Parast. The statistical properties of this test have been confirmed by Iranian researchers in numerous studies for the Iranian society (Amiri and Salim, 2008). Today, in most medical and research centers of this type of test used. Short form includes eleven scales that have three validity scales and eight clinical scales (Sharafi, 2001).

The clinical scales include:

1. HS or hypochondria -scale: refers to the characteristics that are related to person.
2. D or depression scale: a score of person in this scale indicates a person's depression.
3. Hy or hysteria scales: shows the desire to attract attention and display reactions.
4. Pd or psychopathy scale: shows anti-social and testable reactions.
5. Pa or paranoia scale: shows the level of trust or distrust a person to others. People who have high scores in this scale, they are people who have the general trust to others and their thoughts and behavior is indicated by the intense suspicion.
6. PT or Psych asthenia Scale: refers to mental fatigue and weakness.
7. SC scales or schizophrenia: examines the psychotic symptoms.
8. Ma or mania Scale: This scale measured symptoms is reversed of depression. Those with higher scores on this scale are happier and energetic that at high degree is known as a disorder.

SPSS 18 software and descriptive statistics methods and Pearson correlation were used to analyze data and the results of present study.

RESULTS

The purpose of this study was the examination of the signs and symptoms of mental disorder in firefighters and their spouses. This study has been performed for 80 persons of firefighters and 54 persons of their spouses. In this section, the results of this study are presented separately for firefighters and their spouses.

Firefighting age range was between 26 years to 60 years their age average was about 39 years. Age range of their spouses was 20 years to 60 years and their age average was about 35.9 years. In terms of marital status, 3 of firefighting were married and 77 were single. In terms of education level, most of the firefighting (66 percent) had high school education. Most of their wives also had high school education (67 percent) respectively. Education situation of them are presented in Table 1.

Table 1. Education level of firefighting and their spouses

Education	firefighting		spouses	
	Frequency	percentage	Frequency	percentage
junior and high school	53	66.2	36	7.66
the diploma	25	31.2	10	18.5
associate of art	2	2.6	5	9.3
Bachelor of science	-	-	2	3.7
uncertain	-	-	1	1.8

To investigate the signs and symptoms of mental disorder, a personality profile and the level of T scores were used, thus individuals who have T scores 65 and higher than it, as people suspected of having mental disorders were identified. Based on the results, 58.8 percent of firefighting and 44.4 percent of their spouses were suspected of having a mental disorder (Table 2).

Table 2. Firefighting situation and their wives of having the symptoms of mental disorders

Education	firefighting		spouses	
	Frequency	percentage	Frequency	percentage
Having the Symptoms of mental disorder	47	58.8	24	44.4
without Symptoms of mental disorder	33	41.2	30	55.6

In the study of clinical scales, it was found that depression scale of the firefighting has the highest frequency and for the 18.8 percent of firefighting this scale is the highest scale. Then, the psycho - social deviation scale (Pd) and depression, with 10 percent, are the next rank. Scale of mental weakness (Pt) without frequency is in the last category. For firefighting spouses, suspicion scale (Pa) with 13 percent is in the first category and (Hs) is the next category. The scale of mental weakness is last category (Table 3).

Table 3. Frequency and percentage of MMPI scales

Education	firefighting		spouses	
	Frequency	percentage	Frequency	percentage
hypochondria	6	7.5	6	11.1
depression	15	18.8	2	3.7
hysteria	2	2.5	3	5.6
psychopathic	8	10	2	3.7
paranoia	5	6.2	7	13
Psych asthenia	-	-	-	-
schizophrenia	8	10	3	5.9
mania	3	3.8	1	1.9
without disruption	33	41.2	30	55.6

Also, when the psychological profile of people were investigated based on the two-point codes, the following results were obtained. Two frequent two-point codes in the firefighting were code 24.42 with 11.2 percent and code 68.86 with 8.8 percent, respectively. Then, code 12.21 and code 23.32 with 5 percent is the next rank. Also codes 13.31, 16.61, 18.81, 29.92, 38.83, 49.94, 89.98 with 1.2 percent had the lowest frequency.

The following results were obtained for the spouses of firefighting: The most frequent two-point codes were code 16.61 with 9.3 percent, Code 68.86 with 7.4 percent and code 13.31 to 5.6 percent. Codes 26.62, 28.82, 78.87, 89.98 with 1.9 percent had the lowest frequency. In order to determine whether there is relationship between the personality profile of firefighting and their wives, the Pearson correlation was used. The results showed that between the personality profiles of the two groups, there is positive and significant relationship (Sig: 0.18, P<0.05). Correlation coefficient was 0.32, which indicates the relationship between the two groups in MMPI clinical scales.

DISCUSSION AND CONCLUSION

Since, certain segments of society (firefighters, nurses, military, etc.) because of their occupation are exposed to stressful stimuli, expected to mirror the effect of stress on them and their families even more than the normal population. Thus, in this study try to evaluate the symptoms of mental disorders, particularly firefighters

and their spouses to determine what their spouses how are under the influence of job conditions and psychological pressures.

As was mentioned in the Results section, 58.8 percent of firefighting at least at one of the clinical scales had T scores above 65 that can be said, they are suspected of having mental disorders. Also 44.4 percent of the spouses of firefighting at least at one of the clinical scale had T scores higher than 65 that indicate the effect of husbands' job stress. Obtained results are consistent with the theoretical results of Hashemi et al (2005). Based on these results, about 15 percent of firefighters were suspected of having mental disorders that with increasing with age, increase to 33.4 percent. Also, the difference between these results with Hashemi is because of this that this is done for operational firefighting, while the theoretical Hashemi et al study was performed on all firefighting. Also, the results of this study and results of Beaton Hmaran (Beaton & et al, 1997) who believe that fire job due to full of stress and deaths has fifth rank, is aligned. To determine people have more problems in which subjects, test profile has evaluated that basis of this, about 19 percent of firefighting at the depression scale and 10 percent of them at the variation of psychosocial and schizophrenia scale had the highest score. These results indicate that firefighting suffer from depression and due to work pressure and stress is more likely to be depressed in the future. Also, the mental fatigue scale (psych asthenia) in none of the cases was the highest one although in many cases T scores was higher than 65.

But the wives of firefighting, paranoia scale (Pa) with 13 percent and hypochondriasis scale, with 1.11 percent were highest scales.

These results indicate that these people inhibit their stress as anger. They also have signs of hostility, suspicion, and they are not optimistic about the future. But for more accurate interpretation of results, must be two-point codes are investigated. Based on current research findings, more firefighting have code 24.42 that means in the scales of depression and psychosocial deviation, were achieved high scores.

Moreover, they have difficulty in controlling their behavior and also suffer from anxiety and depression. They probably have non active angrily that can be the reflex of the tensions and pressures. Code 68.86 was also one of the common code that indicates that they have Paranoia symptoms and can be described them as a shy person. One of the possible findings for this code is the anxiety that seems reasonable given the conditions of their employment.

The most common codes for wives of the firefighting were code 16.61 and 68.86, which shows almost the same conditions and indicates that most of the spouses suffer from symptoms, such as anxiety, depression and poor social relationships. These results are consistent with findings of Barnard & Duncan (1975) and Beaton et al (1997), that is indicating the great anxiety and stress of firefighting.

Also these results are aligned with the results from the World Health Organization that (2001) based on it, half of the society population suffered from disorders such as anxiety and depression.

One of other results of this study was that there is a significant and positive relationship between personality profile of firefighting and their spouses. Although the obtained ratio (0.32) does not show strong relationship, but about 44 percent of spouses had symptoms of mental disorder and this value were is higher rate than the normal population (Noorbala et al, 2002) and can indicate the effect of stress and disturbances on their spouses. Also, due to high mortality of firefighting (Beaton et al 1997) possibly their spouses are expecting at any moment for their adverse events and this could be explain their high rate of psychiatric disorders including anxiety, depression and symptoms such as pessimism. Overall, the results of this study indicate that operational firefighting are exposed more mental disorders and stress. In addition, their spouses also are affected by these disorders, pressures.

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*Review Article***Performance of Managers Based on Educational Assignments from Students and Managers' Viewpoint: a review****Hamideh Allahgholi**

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*Corresponding author' email: allahgholi@yahoo.com**ABSTRACT**

Although the most precious element of any organization is human being and human power, there is no doubt that human resource management unit can secure, improve and conserve human in a way that corresponds its needs in present and future challenges of any organizational unit. Nowadays, knowledge and experiment make managers to understand the major part of difficulties of organization and its principals are directly related to human power issues. It's important to note that low quality of production and services, dissatisfaction of clients and customers, unachievable organizational objectives, not having effective enrolment on world competitions, low amount of income, are the most significant factors in supplying organization mission. If management is considered as motivating factor of organizational elements in coordinating programs, responsibilities of managers are supplementing main principles of organization. Objective of this review is to evaluate managers' proceed in art & technology high schools in the case of educational assignments from teachers and their own viewpoint.

Key words: management, function evaluation, educational assignments

INTRODUCTION

Educational system, as the most obvious aspect of human power investment in improving society, has the most significant role. Today, this system owns considerable portion of budgets of the country. Due to its importance in economic, social, cultural and political aspects of the society, it's necessary to do fundamental actions to improve the quality of educational system and prevent material and human resource waste. Management is very important in these systems. In this regard, function evaluation systems are very necessary in survival of organizations. Philip combs stated that if there is a transformation in education, it should be initiated from its management [1].

Manager plays a vital role in every organization. This role is more significant in teaching and training. Nowadays, success of organizations depends on effective management and any deficiency is caused by lack of management. All the organizations, especially higher education institutes, need experienced and professional managers, otherwise they cannot achieve organizational objectives even if having sufficient budget, equipments and experienced teachers [2].

As it is mentioned, success or failure of managers in fulfilling their responsibilities has significant effect on upgrading functionality of organization. So it is important to human resource management evaluate functionality of managers based on their responsibilities [3].

The important point is that lack of clarity in job responsibilities of managers, leads to failure of their functionality and efficiency, unsuccessful improvement and education, inability in determining standards and activities using study of movements and timing, reducing efficiency and not achieving organizational objectives. Hence, regarding the importance of subject and effort on increasing efficiency of sample group, researcher try to evaluate performance of managers of art and technology high schools, based on management tasks from students and managers viewpoint. How managers do their responsibilities based on their special tasks in sample group?

Educational management in a special content

Educational management include series of professional activities which aim to make educational services more effective in policy-making using planning, decision-making, leadership, optimal using of financial, material and human resources and creating a good atmosphere of professional jobs to achieve pre-determined objectives and responding present and future needs of students and society [4].

Manager

Manager is the official representative of an organization in a unit of total management to make coordination and increasing effectiveness of organizational objectives [2].

Manager is the person who is responsible of functioning of one or more people in organization. Managers do their tasks in different titles such as supervisor, leader of group, head of office management unit, assistance, etc. and force employees to work [3]. Manager is the person who can use creative scientific and technical methods to solve problems in work environment and achieve the objectives [3].

Performance evaluation

Dictionary definition of evaluation is "process of finding value of something and investigating benefits and deficiencies, good or badness of something [5].

Evaluation: relative measurement of performance of a person in relation with the way of doing a special work in specified time table in comparison with standard ways of doing work, and determining standards and potential capacities of individuals in planning how to make them work [6].

Concept of performance evaluation

Performance evaluation is "process of quantifying efficiency and effectiveness of operation" [2]. Its objectives can be classified in three main groups:

Strategic objectives: strategic management and revising strategies

Relational objectives: controlling current situation, showing future direction, feedback, modeling from other organizations.

Motivational objectives: codification of reward system and encouraging improvement and learning [1].

Performance evaluation is critical and exploratory estimation of different activities of an organization. It is preventive and assessing. Performance evaluation system is feedback of individual performance to individual which leads to improvement of performance. In fact, performance evaluation is one of the tasks of performance management. Performance management is a part of human resource management which aims to make relationship between manager and employees. Performance evaluation process considers innovations of people.

In this research, first we talk about different viewpoints about responsibilities of managers, and then five main responsibilities will be studied in detail: planning, organizing, coordination, strengthening human relations, supervising and evaluating [7].

Traditional vs. Modern view

In traditional view, the main objective is evaluation, judgment and reminding performances while in modern view, evaluation philosophy focuses on development and improvement of evaluator's capacity. The other differences are shown in Table 1.

Table 1: traditional and modern views on performance evaluation

Characteristics	Traditional view	Modern view
The role of evaluator	Judging and measuring performance	Advisor and facilitator of future performances
Evaluation period	Past	Self-standardization
Evaluation standards	Organization view and superior managers	Developing and improving evaluator capacity
Main objective of evaluation	Control and evaluator	Developing and improving performance
System output	Controlling performance	Giving advises to improve activities
Evaluation outcome	Recognizing the most successful managers and rewarding them	Motivating to improve quality of services and activities
Interview style after evaluation	Ordering	Speaking

Traditional and modern views on performance evaluation have some significant differences. The outcome of traditional evaluation system on modern view is improvement of performance level and efficiency of organizational activities. A study in Europe shows that evaluators of state offices prefer modern view. Based on results of studies of this kind, modern view is preferred than traditional view [6].

Planning

There are various definitions of planning, each of which represents special views of definer, his dependency to a special field of science and knowledge, and to special social groups (ex. planning include determining objectives and the ways to make these objectives more practical and predicting how they will perform. In another word, planning is based on predicting what to do, how to do, in what time trial, and by whom we can achieve a special objective [1].

Organizing

In his book, "organizing and managing teaching and educating on organization as one of the responsibilities of educational managers", Dr. Asgharian [2] stated that: organizing, in practice, is forming a work layout to coordinate and relate some people, regarding special criteria for specific objectives. By a good organizing, we can save time, material facilities and human power efforts, and have maximum usage from minimum facilities. Studying time, evaluating material facilities, work division and providing necessary equipments are fundamental needs of organizing a group work [2].

Coordinating

One of the main responsibilities of managers is coordinating. Some experts define management as the science of coordinating human and material resources. Ali Mohammad Eghtedar says: if we want to define management based on its components or responsibilities of manager, management is defined as the science and art of coordinating management and controlling group activities to achieve objectives with maximum efficiencies [7].

Strengthening human relations:

One of the main responsibilities of managers is to lead human groups of organization toward common objectives. If a manager could use friendly methods to strengthen relations of manager and employees, employees accept the manager easily and better and try more to achieve objectives of organization. This view evolved after neo-classic theory (known as human relation revolution). Main part of management is to provide a suitable work environment and grouping employees to achieve common objectives of organization and themselves. Hence, to be a successful manager, one must know motivations and their stimulating factors on employees to do organizational work [9, 10].

Supervision

Control and supervising is to make sure tasks on achieving objectives of organization has been performed on time and in best way. And when the operation deviate, supervisor give advices to prevent deviation and reach the optimal objective [11].

Evaluation

Evaluation is one of the important ways to improve quality of work, decision-making, leading and organizing activities to responsible of various official and educational affairs. Abbas Bazargan defines educational evaluation as responding to 4 questions and say: "educational evaluation is reflection of a unit of activities or an educational phenomenon to improve activity progression to reach favorable output and efficiency. Educational evaluation can answer the 4 following questions [12]:

- a) How much favorable are educational objectives?
- b) How much favorable are plans and programs needed to fulfill objectives?
- c) How much favorable are executive function of predicted programs?
- d) How much favorable are programs and performances?

In thesis "evaluation of educational manager's performance in relation with their educational assignment of high school level, Gorgan" Torbati-Nejad [13] explains the main goal of his research is to evaluate functionality of high school educational managers of Grogan in relation with their educational assignments. His findings are as follow:

- 1- There is a meaningful relation between viewpoint of high school managers and teachers regarding responsibilities on planning, organizing, evaluation, coordination and human relations.
- 2- There is no relation between managers and teachers viewpoint on supervising responsibility of managers

In another M.A. thesis "investigating performance of managers based on management responsibilities from viewpoint of performance evaluators, guidance schools of 16th Zone of Tehran, academic year 2008-2009" Darya-Band [14] explains her research goal as to investigate performance of managers based on management responsibilities from viewpoint of performance evaluators, guidance schools of 16th Zone of Tehran. Her findings show that considering teaching and training, students' affairs, employee's affair, relation of school, family and society, school facilities and equipments, financial and official affairs of managers are evaluated higher than average. Also there is a meaningful difference between scores given by male supervisors and female supervisors on considering employee's affair, official and financial affairs; the scores of male supervisors are higher than females.

In book "educational management in evaluation", Mohammad-Reza Behrangi declares:

There is no need to specific evaluation of educational, teaching and administrative affair of school, the only thing needed to manager is to be familiar with how evaluation can be done. Parameters are needed to show progress level of school in achieving goals. Various types of evaluation include: developmental evaluation, complementary, absolute and relative evaluation [10].

In research "investigating performance of successful school managers, New York", Sinder and Anderson [11] set their basic goal on investigating performance of successful managers of Florida State, New York. Their findings show that managers have high performance and own the following characteristics: responsible, decisive

decision-making, undertaking school responsibilities, attending student's needs, appropriate relations, organizational importance, flexibility, and motivation.

In his M.A thesis "surveying management and leadership methods in primary schools of Malta" Frances explains his research goal as investigating school management methods and the effect of efficiency of primary schools, Malta [5]. His findings show that managing these schools is a kind of bureaucracy in which in order to improve management method of schools to increase efficiency, managers have to pay attention to some assignments such as better communication with teaching and training unit, paying attention to employees, better and more relation within school and out of school.

CONCLUSION

Based on findings of Torbati-Nejad [12] and Darya-Band [13] and other references [14-21], it was concluded that performance of managers was ideal in every parameters; and planning and human relation parameters had the highest score of performance. In this regard, suggestions of researcher are based on previous studies, and also researcher suggests the following subjects to achieve more accurate and comprehensive results.

- Evaluate performance of managers based on viewpoint of performance evaluator experts.
- Investigate the relationship between performance of managers and effectiveness and efficiency of educational organizations.
- Evaluate performance of managers based on expectations of teachers and officials.
- Performance of managers on different educational levels based on manager's task.
- Compare performance of managers in three educational levels based on their tasks.
- Use interview and observation method to be more accurate in collecting information
- To have oral interview with managers and students to complement research information.

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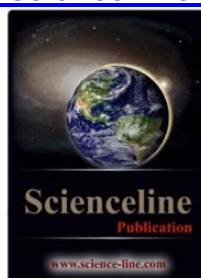
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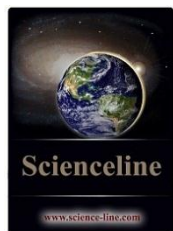
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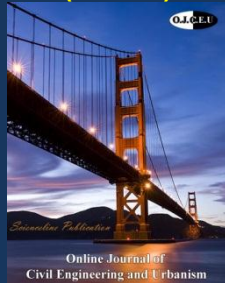
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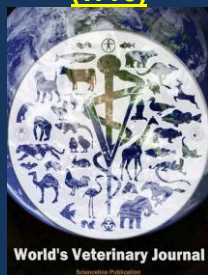
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