



The Relationship between Mental and Moral Health and Performance of Refah –e- kargaran Bank Employees in Kohgiluyeh and Boyerahmad Province

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ABSTRACT

The aim of present research is determining the relation between mental and moral health and performance of Refah –e- kargaran Bank Employees in Kohgiluyeh and Boyerahmad Province. The current research enjoys a descriptive-correlative design. The subjects are chosen among employees of Refah –e- kargaran Bank Employees. The population of the study consisted of all employees of Refah –e- kargaran Bank in Kohgiluyeh and Boyerahmad Province which includes 111 employees that total of 75 persons were selected as the subjects of the study. In this research, questionnaire was used as a data collection tool. The validity of its content was ensured by using the expert viewpoints and consensus. The internal reliability of the items was verified by computing the Cronbach's alpha. Cronbach's alpha values was obtained for Performance questionnaire 0.767 and for public health questionnaire 0.835. For analyzing data is used descriptive and inferential statistics by using the SPSS software. In order to function estimation from linear regression and to evaluate the correlation between research variables was used Pearson's correlation coefficient. Research findings are as follows: (1): There is a significant relation between mental health and Performance of Employees; (2): There is a significant relation between moral health and Performance of Bank Employees.

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INTRODUCTION

Introduction and Problem Statement

Healthy health enables individuals to understand their emotional and intellectual talents and abilities and play a role in the workplace and society successfully. Psychological and moral health is the balance between various aspects of healthy physical, social, mental, spiritual and emotional living. The way that people So health of Health is an integral part of health of-physically person (World Health Organization, 2005). Physical and mental Health is the successful Performance State of mental actions which resulted in productive activities, satisfying relationships with others, the ability to adapt to change and cope with adversity (Hooman, 1996). The characteristics of people with mental health can be referred to their knowledge, motivation, wishes and their environment, integrity of personality that causes coordination between the various actions of people together (Siegrist, and Marmot, 2006).

Humans should feel a little stress for attention to the labor; however, severe or long emotional stress has traumatic physical and psychological effects (Berkels et al, 2004). On the other hand, the principle of individual differences suggests that humans not only are different on his experiences of life events, but also with levels of vulnerability to events. In addition to, it's possible that this differences are influenced by difference in the level of

knowledge, attitudes and value systems or the different personality of humans.

Occupation is an important part of life for every person, because having a career, regardless of salary, could satisfy a portion of basic human needs such as mental and physical performance, social connections, self-esteem, confidence, and feelings of competence or qualification. However, it might be also a major source of psychological pressures. Educational practice is among the most stressful jobs (Kyriacou, 2001; Vandenberg, 2002). Mental health has been recognized as a major life issues. Individual and social functions are the subject to overall health of members in various contexts of the society. The concept of mental health is defined as "a state of complete physical, mental, and social well-being, not merely the absence of disease or disability". Indeed, it can be noted that one of the objectives related to mental health is to provide a favorable opportunity to meet basic needs of the human being who can stay at physical, psychological, and social security (Blumental, 1991).

Also, the existence of physical and mental health problems can have a significant impact on motivation and job performance, morale and safety of workers (Smith et al, 2003). Thus, the aim of present research is determining the relation between mental and moral health and performance of Bank Refah –e- kargaran Employees in Kohgiluyeh and Boyerahmad Province.