

Investigation of the relationship between organizational commitment and self-concept with mental health of high school principals of Baharestan city

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Abstract: The study was conducted to determine the relationship between organizational commitment and self concept with mental health of managers. The research method was descriptive correlation which to select the study subjects was used simplified census, the case study was 56 managers of secondary schools of Baharestan city. In order to measure the variables of organizational commitment of Allen and Mir questionnaire was used self concept of Rogers and mental health 28-ghq. The collected data was conducted by using the Pearson correlation coefficient, t-test for independent groups of variance analysis. The findings of study showed that: 1) there is a significant relationship between organizational commitment and self-concept with mental health of managers. 2) There is a significant difference between the self-concept of male and female managers in secondary schools. 3) There is a significant difference between organizational commitment of male and female in secondary schools. 4) There is a significant difference between mental health of male and female managers in secondary schools. 5) There is a significant relationship between organizational commitments with mental health of managers according to their gender. 6) There is a significant relationship between self concepts with mental health of manager according to gender. 7) there is no significant relationship between organizational commitment and mental health of managers according to their academic field. 8) There is no significant relationship between self-concept and mental health of managers according to their academic field.

Keyword: organizational commitment, self concept, mental health of male and female managers.

Introduction:

The management of extensive educational Organization has reasonable effort to raise the quality education of men who bear the heavy burden of individual and collective transformation and modernization .the effective and efficient of management in educational Organization can enhance the degree of satisfaction and morale of teachers, has a strong connection with students' parents and strengthen parent and students' associations and strengthen parent-teacher associations, reduce the school failure, Innovation and creativity in approaches, utilization of human and financial resources and, finally, to flourishing the character of children and teenagers and assist the young men (Kheiri, 1388). The education system is responsible to numerous missions and due to the becoming universal of education and specialization in higher education and diversity of training programs and get much expectations of the organization in the development of cultural society, socioeconomic, has been increasing the importance and the necessity organization, management and supervision of education and training affairs. Therefore, the management of the educational organization has a vital role in achieving the education goals and if it be said that the success of education programs and how to organize and lead the management capabilities depend on them, talk will not be exorbitant [1].

Ismaili Farsani [2] in a study, examine the relationship between self-concept of marital satisfaction of students in Isfahan University and showed that managers with efficient and effective organizational commitment use management practices who respect their employees, and with them to establish their effectiveness, and have effective communication with them, , Relationship-centered care that will increase the commitment of the personnel.

Golparvar and Javadiyan [3] in a study consider as the relationship between psychological commitments with self-concept levels of perceived organizational justice. A comparative study of men and women came to the conclusion that when the dimensions of organizational justice and chronic self-concept levels were entered together to regression equations for predicting, just distributive justice played mediating role in the relationship between chronic self-concept and satisfaction with the result of mass. Procedural justice also separately for the relationship between self-concept of chronic personal and supervisor satisfaction and relational justice and relational justice separately play mediating role between individual and collective chronic self-concept relationship with the consent of the supervisor. Finally, procedural justice, play role mediator in the relationship between collective chronic self-concept and satisfaction of management. Akbarzadeh and colleagues [4] in a study entitled the relationship between organizational commitment, resiliency and mental health and occupational burnout of fire department organization concluded that organizational commitment resiliency and mental health play important role in job burnout of fire department employees. Masoomi [5] in a study entitled the investigation of relationship between organizational citizenship behavior and the different dimensions of organizational commitment and Exploitation Company of dam, Power Plant and Irrigation System concluded that there is a significant relationship between organizational commitment and citizenship behavior.

Materials and methods:

This study is also a component of applied research. The research method is a descriptive correlation. The population of this study, all male and female managers of BAHARESTAN high schools who are working in the academic year 95-94, and their number is 65. Of this number, 45 were women and 20 were men that in accordance to Krejcie and Morgan table, 56 persons were selected as sample by using a simple census. Out of which 38 were female managers and 18 cases were male managers. In this study, was used the questionnaire of Alan and mir organizational commitment and Rogers self concept questionnaire and general health questionnaire of Gldbark and Hiller. After obtaining the necessary referrals refer to secondary schools of BAHARESTAN city and were selected a total of 56 samples. 38 women and 18 men were selected as examples of this number.

Results and discussion:

In this study, 56 managers were selected of secondary schools as the sample of BAHARESTAN city that are shown separately in Table 1 by age group.

Table 1: Distribution of frequency and percentage of the studied case by age group

Age	Abundance	percentage	The cumulative percentage
34-38	1	1.78	1.78
39-43	9	16.07	17.85
44-48	19	33.92	51.77
49-53	24	42.85	94.62
54-58	3	5.35	100
	56	100	

The data from Table 1 shows, the most frequent in the age group were 49 to 53 years, 24 of them (42.85%) in this age group were. The lowest frequency is related to the age group 34-38 years, 1 person (1.78%)

cent) was in this age group. Also, as shown in Table 2, 56 managers of secondary schools have been shown separately for the sample group education in the BAHARESTAN city.

Table 2: Frequency distribution and percentages the levels of studied group's education

levels of education	Abundance	percentage	The cumulative percentage
BA	34	60.71	60.71
MA	22	39.28	100
total	56	100	

The data from Table 2 shows the most frequent is in the BA level education that 34 persons (60.71 percent) were in the this base. The lowest frequency is also related to MA base, that 22 persons (39,28 percent) were in the this base. Also, as shown in Table 3, 56 managers of high schools were chosen for the sample group to differentiate academic field in BAHARESTAN city

Table 3: Distribution of frequency and the percentage educational field of the studied groups

levels of education	Abundance	percentage	The cumulative percentage
educational management	14	25	25
Educational Planning	16	28.57	53.57
Psychology	11	19.64	73.21
the literature	4	7.14	80.35
social Sciences	7	12.5	92.85
Physics	4	7.14	100
total	56	100	

The data in Table 3 shows, the most frequent is in the field of educational planning academic that 16 persons (28.57 percent) are in this base. The lowest frequency is related to the field of academic literature and physics, that in each of these disciplines, there are 4 persons (7.14 percent). Also, as shown in Table 4, 56 managers of high schools are shown as samples according to sex in the BAHARESTAN city

Table 4: Frequency Distribution and the percentage gender of the studied groups

Gender	Abundance	percentage	The cumulative percentage
Female	38	67.85	67.85
Man	18	32.14	100
Total	56	100	

As can be seen in Table 4, the total number of participants is 56 peoples, out of which 38 (67.85%) were female and 18 (32.14%) were male.

General hypothesis: there is related between organizational commitment and self-concept with mental health of managers.

Table 5: Relationship between organizational commitment and self concept with mental health of managers

Mental Health of managers		
-0.153**	Pearson correlation coefficient	Organizational Commitment
0.000	meaningful	
-0.183**	Pearson correlation coefficient	Self-concept
0.000	meaningful	

Preliminary analysis was carried out to ensure the non-violation of normality assumptions, linearity and a homogeneous distribution. As can be seen in Table 5, calculated correlation coefficients are significant between organizational commitment and self concept with mental health of managers, so the whole of research hypothesis is confirmed. The relationship is negative between organizational commitment and self concept with mental health of managers; this means that with increased organizational commitment and self concept scores, reduced mental health scores of managers. It should be noted that high scores in mental health questionnaire indicates a lack of health and disorder and low score indicates good mental health. When going to compare the mean scores of two different groups of people or situations, use the independent sample t test.

The first hypothesis: There is a difference between self-concept male and female managers of secondary schools.

Before performing the independent samples t-test and to check the equality of variances used Levin test.

Table 6: the result of Lavigne Test

Variable	F	Significance level
self concept	1.04	0.3

As shown in Table 6 In this study, Levine test for the variable self-concept, 05/0 p> is,

As shown in Table 6, in this study, Levine test is $p > 0.05$ for the variable of self concept; so have not violated the assumption of equal variances.

Table 7: The results of t-test between self-concept scores of male and female managers

Variable	Sex	Average	Standard deviation	t	freedom degree	The Significance level
Self-concept	Female	57.04	2.0	0.2	54	0.07
	male	56.83	0.82			

As seen in Table 7, , the value of T is obtained 0.2 for the self concept that the critical value is smaller and is not significant in terms of Statistical, there is no significant difference between the self-concept scores of male and female managers.

The second hypothesis: there is a difference between the organizational commitment of men and women in secondary schools. before performing the independent sample t-test to check the equality of variances is used of Levine test.

Table 8: the t results of Lavigne Test

Variable	F	Significance level
Organizational Commitment	0.07	0.38

As shown in Table 8, in this study, Levine test is $p > 0.5$ for organizational commitment, So have not violated the assumption of equal variances.

Table 9: The results of t-test between the average scores of organizational commitment of men and women

Variable	Sex	Average	Standard deviation	t	freedom degree	The Significance level
Organizational Commitment	Female	150.9	1.87	1.75	54	0.01
	male	154.36	2.99			

According to Schedule 9, t values observed is equal to 0.31 for organizational commitment and is $P < 0.5$ level in terms of Statistical, means there are significant differences between organizational commitment levels in male and female managers; so second hypothesis is confirmed. With regard to the comparison of averages, it is observed that the level of organizational commitment to female managers was significantly greater than male managers.

The third hypothesis: there is a difference between mental health of male and female managers in secondary schools.

Table 10: the t results of Lavigne Test

Variable	F	Significance level
Mental Health	0.59	0.23

As shown in Table 10, in this study, Levine test is $p > 0.5$ for mental health variables; so have not violated the assumption of equal variances.

Table 11: The results of t-test between average mental health scores of male and female managers

Variable	Sex	Average	Standard deviation	t	freedom degree	The Significance level
Mental Health	Female	21.72	6.27	2.12	54	0.03
	male	16.83	7.62			

According to Schedule 11, the t observed for organizational commitment is equal to 12.2 and is meaningful in $P < 0.5$ level in term of statistical, means there are significant differences between mental health of male and female managers; so third hypothesis is confirmed. With regard to the comparison of averages, it is observed that the level of mental health of male managers is significantly lower to female managers. It should be noted that a high score in mental health questionnaire indicates a lack of health and disorder, and low score indicates to have good mental health. When can be used unilateral ANOVA of intergroup that we have a continuous dependent variable and variable (grouping) with independent few levels; as this method is one sided to show that there is only one independent variable and the expression of intergroup means that participants or people are in each group. In this study to examine the hypothesis of fourth, fifth, sixth and seventh was used the ANOVA. Before performing unilateral analysis of variance, it is necessary to observe some of the assumptions which described below to check them.

The fourth hypothesis: there is related between organizational commitment and mental health of managers according to their gender.

Table 12: the t results of Lavigne Test

variables	F	df1	df2	Significance level
The relationship between organizational commitment and mental health of managers	0.26	2	53	0.6

As shown in Table 12, in this study, Levine test is $p > 0.5$ for the variable relationship between organizational commitment and mental health of managers; so we have not violated the assumption of equal variances.

Table 13: unilateral analysis of variance on the scores relationship between organizational commitment and mental health of male and female managers

				Standard deviation	Female	male
The source changes	f	Significance level	Average		Average	Standard deviation
The relationship between organizational commitment and mental health of managers	8.34	0.0001	37.2	6.21	47.32	6.08

As shown in Table 13 can be seen, there is significant related between organizational commitment and mental health of manager according to variable correlation. According to the comparison of the mean scores of two groups, this significant is more considerable to women managers than male managers; so fourth research hypothesis is confirmed.

Fifth hypothesis: there are related between the concept of mental health managers according to their gender.

Table 14: the t results of Lavigne Test

variables	F	df1	df2	Significance level
The relationship between self-concept and mental health of managers	1.14	2	53	0.33

As shown in Table 14, in this study, Levine test is $p > 0.5$ for the variable relationship between self-concept and mental health of managers; so have not violated the assumption of equal variances.

Table 15: unilateral analysis of variance on the relationship between self-concept scores and mental health in male and female of managers

		Female			male	
The source changes	f	Significance level	Average	Standard deviation	Average	Standard deviation
The relationship between self-concept and mental health of managers	3.68	0.2	52.02	5.21	51.32	4.08

Table 15 showed that there is not significant related between self-concept and mental health of manager according to correlation variable; so the fifth research hypothesis should be rejected.

Sixth hypothesis: There is relationship between organizational commitment and mental health of managers according to their academic field.

Table 16: the t results of Lavigne Test

variables	F	df1	df2	Significance level
The relationship between organizational commitment and mental health of managers	0.35	2	53	0.55

As shown in Table 16, In this study, Levine test is $p > 0.05$ for the variable relationship between organizational commitment and mental health of managers; so have not violated the assumption of equal variances.

Table 17: unilateral analysis of variance on the relationship between organizational commitment and mental health scores of managers according to their academic field

	f	degrees of freedom	mean square	sum of squares	Significance level
Intergroup	$\Delta/9$	2	278.53	557,06	0.3
Intergroup		53	47.19	20387.08	
Total		55		20944.06	

As it can be seen in Table 19, there is no significant relationship between self-concept and mental health of managers according to their academic field; so seventh research hypothesis should be rejected. Research findings show that there is a significant relationship between organizational commitment and mental health of managers. The research results of Leung and colleagues [6], Soodabeh et al. [7] and Intisar Foomani [8] is consonant; also numerous studies indicate that the self-concept is associated with mental health and persons who have positive self-concept, they incur less stress in your life. The present findings is consistent with results of Ahmadi [9]. In response to the first hypothesis that there are differences between "self-concept of male and female managers in secondary schools" was used independent sample t-test. The results is rejected this hypothesis and showed that there is no significant difference between self-concept scores of male and female managers. The present findings is consistent with results of Ahmadi [9]. In response to the second hypothesis that there are differences "between organizational commitment of men and women in secondary schools" was used independent sample t-test. The results is conformed this hypothesis and indicate the level of organizational commitment in male managers was significantly greater than female managers. These results provided is consistent by Jourabchi [10], Hossein and Mehdi Zadeh [11]. In the expression of this finding can be said that woman have both family and social role which are forced to it, Mental focus may be less than the men who have highlighted the social roles. In response to the third hypothesis that "there are differences mental health among male and female managers in secondary schools" was used independent sample t-test. The results is conformed this hypothesis and showed that the level of mental health in male managers is significantly higher than female managers. These results is consistent with Kelishadi et al [12] results. In the expression of this finding can be said that mental health of woman is more at risk than men.

Research proposals:

- Recommended, This study undertaken by examined the cognitive and personality characteristics of the study sample.
- Recommended, This study undertaken by examined the economical, social, educational and the Careers factors of the study sample.
- Recommended, that the organizational commitment and self concept of persons with mental health compared to persons who have low mental health and some researches undertaken to measure the impact of organizational commitment and self concept on mental health of managers and employees in other organizations.
- This study aims to provide the preliminary evidence for relationship between organizational commitment and self concept to mental health of secondary school principals in BAHARESTAN city. So more and more extensive research preformed in order to repeat the study and required to determine its stability works of this program. To enhance the accuracy research of project can be compared the effects of future research with other existing programs in this program.

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