Investigating the feasibility, reliability and validity of occupational stress questionnaire in managers

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Abstract

Stress is the result of our need to physical, mental and emotional adapt against a change. Stresses that emerge in daily life and the administrative and occupational living that mainly consist of frustration, anxiety and internal conflicts, which each of them return various problems and obstacles. Stress is the set of physical, mental and behavioral reactions of human organism against internal or external factors destabilizing stability and the natural and internal balance of body. Accumulation of factors or related situations to job that are usually stressful causes by occupational stress. Based on the significant role of stress on the structure of human life as well as the increasingly important role of undesirable consequences on the employee performance of departments and social organizations, the researcher started the research by the aim of investigating the feasibility, reliability and validity of Osipow occupational stress questionnaire. Objectives of the study are as follows: Developing valid and reliable instrument for future research related to occupational stress, evaluation of occupational stress of managers of Tehran municipality and finally, the relationship between occupational stress and job burnout in Tehran municipality. This is a descriptive and cross-sectional study in which the feasibility, reliability and validity of Osipow occupational stress questionnaire contains 60 questions and working pressure of managers and decision makers will be evaluate by that and it has been investigated among 250 municipal leaders in 2010. Generally the results responded to the questions that had been raised in this study and has been indicated that Osipow occupational stress scale inclue 0.897 validity that shows the validity of the scale. The results of factor analysis revealed that this scale is composed of six factors that show Osipow scale occupational stress validity. There is a significant relationship between occupational stress job burnout. This means that burnout increases if occupational stress will increase which represents concurrent validity of occupational stress. In general, occupational stress scale can be used as valid and reliable instrument to assess occupational stress of municipal leaders in Tehran.

Keywords: reliability of questionnaire, validity of the questionnaire, occupational stress.
Introduction

Stress is the result of our need for physical, mental and emotional adaptation against a change. Stress could be relatively useful. The word stress denotes pressure and force. Commonly it refers to psychological pressure inflicted on humans. Stress is a set of physical, mental and behavioral reactions that shows the human organism against internal or external factors destabilizing the natural and internal balance of the body (Mirzamani, 2000). Burnout is among the occupational hazards which has received attention in recent years. In addition to underlying adverse physical effects, this problem is followed by several psychological effects, especially in caregiving professions, because the stressful nature of these jobs increases burnout (Bahri Bina et al., 2003).

The subject of employee burnout is currently a common problem in all organizational, urban, and security systems etc., so that according to statistics one of seven employees is inflicted with burnout at the end of the day (Benton, 1994). The US General information administration shows that among the available jobs, after health professions municipal jobs have highest rate of occupational injuries, including exhaustion from occupational stress (Pour Amlashy, 2001). Stress, sometimes refers to an event or situation that has a negative effect on the organism (stressor), and sometimes refers to psychological stress resulting from the events and situations (Pour Afkari, 1994). The word stress denotes pressure and force. Commonly it refers to psychological pressure inflicted on humans. Accumulation of various events ranging from event in life, society, occupation, etc. that disrupt the Compatibility with the status quo cause stress (Aghilinejad, 2001).

Municipal employees are exposed to many stressors such as external occupational stress, real and dangerous climate hazards and threats such as earthquakes, floods, etc., and reaction against them, internal occupational stress in different times, places and situations within the organization, dealing with the stress resulting from the performance of the various municipal issues, judicial authorities’ activities against municipal employees and their performance, different social classes’ treatment and how they deal with municipal staff, the performance of mass media especially newspapers and periodicals about employees’ activities and performance, facing with painful and tragic scenes (the department of damages of social deputy for municipality), senior managers’ treatment with the lower level managers and staff and lack of material and spiritual support for staff against various problems, Macro organizational policies and guidelines and sudden changes, uncertainty between employees and senior managers, external policy affecting the organization and changes in social, political, economic, and cultural environment of the society and its effects on the organization, undefined job positions in organizations and ways to get access to those material things, especially with regards to salaries, privileges and other financial points, ungrateful feelings towards the organization against individuals’ hard work and effort on various missions, and lack of job opportunities for promotion, etc. (Ghomashchi, 2004).

The study of stress in the field of individuals’ mental health and performance in organizations is of high importance (Azad Marzabadi, 2004). High stress reduces employees’ concentration and increases the amount of accidents (Eftekhari, 2004). Further, the interpretation of stressful events is more important than the events per se (Lazarus, 1984). Since the concept of occupational stress and High job pressure is highlighted in social services, such as municipalities and police
(Mirzamani, 2000), identification of the level of employee occupational stress can provide municipal officials with valuable information for planning to minimize stress, coping with it and controlling burnout. Teaching how to identify stress and how to cope with it is effective in reducing occupational stress and psychological disorders (depression, anxiety, burnout, job dissatisfaction) (Zahrakar, 2006). Burnout caused by occupational stress in the municipal personnel, including managers is important for two reasons. Firstly, burnout decreases work efficiency, increase absence, increases cost of administration and personnel turnover, causes behavioral and physical changes and in some cases leads to substance abuse (Boroumand, 1995).

Secondly, the quality of services provided to people decreases, which will lead to dissatisfaction of civil services. Therefore, identification and prevention of burnout plays an important role in promoting mental health and improving the quality of services provided. Normally, burnout appears slowly in a period on with physical and mental symptoms. Physical symptoms include changes in appetite, gastrointestinal disorders, somatic complaints such as headaches, fatigue, weakness, cold hands, increased activity related to movement and change in sleeping. Psychological symptoms include memory impairment, irritability, low self-esteem, frustration, self-doubt, isolation, judgment impairment, feeling of being alone in the career, loss of meaning and purpose in life (Deborah, 2004).

Occupational stress: It refers to the stress that occurs in certain areas of life (jobs) and involves certain effective factors. In other words, accumulation of factors or situations, which are usually associated with stress related to job, is called occupational stress. Accordingly, occupational stress refers to stress inflicted on a certain person in a certain jobs (Aghilinejad, 2001).

Burnout

The most common definition of burnout is provided by Maslach and Jackson: Burnout refers to a psychological syndrome including emotional exhaustion, depersonalization, and reduced personal accomplishment. They propose a three-dimensional concept of burnout: emotional exhaustion is quite similar to mental stress variable, and encompasses a feeling of being under pressure and loss of emotional resources. Depersonalization denotes a negative and callous response to persons who usually receive the service from the individual and refers to negative perceptions of the individual toward the patient. Reduced sense of personal accomplishment denotes the loss of competency in performing the personal duty and is assumed a negative evaluation of job performance (Resoulin, 2004).

Practicality: It includes all considerations that practically make a test usable in terms of ease of implementation in terms of economic factors, ease of interpretation and correct use of score (Homan, 1995).

Reliability: Test reliability refers to the accuracy of the measuring instrument. Reliability of the instrument refers to the extent to which results are similar, accurate, predictable and reliable when the intended attribute is assessed with the same or comparable instrument in comparable conditions (Hoiman, 2007).
Validity: Validity refers to the nature of measuring instrument in actually measuring the trait under study not another one (Homan, 2007).

Literature review

Stress is not a new phenomenon, but its exists a very long time and the only difference is in its variety, continuity and sources of stress, Psychological pressure in medical science has been investigated from long time ago but it is new issue in psychology and management. In the last twenty years due to the aforementioned developments, the issue of stress and its effects in the organization has attracted thinkers idea and especially consultants of psychology (Soltani, 2002). Subject of stress and its relationship with behavior, employees, has been recently under attention of organizational researcher. Until the mid 1970 research on psychological and neurological stress were limited that this phenomenon has affected individual health and people who were studying that was in the medical field. Due to several reasons the issue was noted in the discussion in organizational behavior: First, it seems that the tension or psychological pressure is directly related to individual performance and job satisfaction, therefore, it can be considered as a variable. Second organization management has kind of implicit commitment to improve he life in organization for the employees. Since the stress or mental stress is directly related to heart diseases, reducing stress can ensure public health workforce and its durability (Azadmarzabadi, 2004)

Pressure can be a good agent to be guided towards developing productivity but if the pressure becomes excessively, can cause nervous pressure and bring physical symptoms that are detrimental to health in long-term (Sajadi, 2001)

nervous pressure can be known as the result of that stimulus that motivate person's reaction to adapt. We all know very well that life is dull without various stimuli but it should be noted that along with increasing stress must be waiting for very serious consequences in the personal and social dimensions (Sajjadi, 2001) Alvani (2000). According to the Beer and Newman (1974) says: stress is a kind of mood in which due to external stimuli, person will be out of the ordinary mode and In summary, the person will encounter with wvailabestimuliin neural space that is different from the usual situation. He tries to be consistent with them. Psychosomatic reactions of this effort is called "stress" (Alvani, Seyyed Mahdi, 2000). Lazarus (1984) belived that stress is a pattern of negative emotional states and physiological reactivity and it occurs in situations that the individual feels his important goals have been threatened and has not been able to deal with threats (Faraji, Zabihalah, 1992). According to Stoner and Freeman attitude in the workplace, in addition to job conflict, overabundance of workload, Other factors can also contribute to creating stress. Stoner has made them such a classification (Stoner, 1992) excessive work, unreasonable working hours, loss of sleep hours, lots of noise, unbalanced light are such physical psychological pressure sources that vayrikh & kontz (1993) and kouck et al (1997) mentioned them as well. According to the researchers, an environment that leads to boring job, inability to create good social relationships, lack of independence, responsibility to perform the task without power unachievable goals, role ambiguity, role conflict, usually is causing psychological pressure in the workplace (Sajjadi, 2001). Payne, N has been investigated a research to determine job stress and adjustment as determinants of burnout among 89 female nurses. The Maslach Burnout
Questionnaire, Nursing Stress Scale, scale methods of compliance and demographic questionnaire have been used. In this study came to the conclusion that the generally level of burnout (high-level of emotional exhaustion and depersonalization and low levels of sense of personal accomplishment) is low. In connection with the in test indicated that "Death and dying, problems with colleagues, assume responsibility, and have a higher degree in nursing" associated with emotional exhaustion and "the problem with colleagues, lack of preparedness, reducing problem-solving as planned" in connection with depersonalization and lack of preparedness, decrease in positive evaluation, and in decreasing professional qualification have role. And generally concluded that the stressors have most important role in burnout (Pin 2001). Srivastova A.X one of the Indian researchers has been examined as research entitled "The effects of forms of coping in connection with mental health and organizational stress. In this study, 300 organizational director of the Health Questionnaire, and the scale of job stress and coping strategies were completed test. The results showed, moods and psychological problems (Srivastova 1991). Najafi and colleagues conducted a study from survey type on 102 samples to understand the relationship between burnout and mental health and occupational burnout and mental health, among Esfahan Nuclear Fuel Research center person. In this study, the Maslach Burnout questionnaire and the General Health Questionnaire were used. The results showed the correlation (67 / 0- = r) between these two variables (0.01 > P). In addition, about demographic characteristics, statistical tests did not show a relationship between these variables and burnout. The study also showed that the rate of burnout of the collection as a research center is less than health centers. The rate of burnout among staff of the center was 24%, out of which 10 percent had severe burnout and 14 percent had moderate burnout (Najafi et al. 2007).

Research design

This is descriptive, cross-sectional study in which the feasibility, reliability and validity of job stress among municipal leaders in 1389 have been examined.

The population, sample size, sample scope

The population studied in the present study consists of senior managers, middle and executive of types in all) in the municipality of Tehran, in the year 2000. Meanwhile target population is not notable because of confidentiality.

Sampling method and sample approximate size

Since the Tehran is devided to 22 district and each one devided to several areas and each area has dozens of neighborhoods and smaller units, based on the geographic directions 5 regions (North, South, East, West and Central) 1, 20, 4, 22 and 12 were selected and approximately 60 people from each region (including the mayor, mayors of areas, executives, etc.) and generally 300 (sample size) were selected using multi-stage random method.

Data gathering tools

1. Osipow job stress questionnaire consisting of 60 questions using its working pressure of managers and decision makers will be assessed. These questions are set in 6 dimensions and
questions each dimension consists of 10 questions that including minor scales of role workload, incompetent of role, role ambiguity, role boundary, responsibility and physical environment (Barari, 2008).

The first dimension: workload of role: that is related to how people respond to the demands of the workplace.

The second dimension: the incompetence of the role: that is related to the appropriateness of the level of skill, education, training and experimental characteristics of the individual with the needs of the labor market.

The third dimension: the duality of roles: that is related to person's knowledge of the priorities and expectations of the workplace and the evaluation criteria.

The fourth dimension: Range of role: that is related to the conflicts that is expected of an individual regarding work conscientiousness and his role in the workplace.

The fifth dimension: Responsibility: relating to a person's sense of responsibility in terms of efficiency and welfare in the workplace.

Sixth dimension: related to unsuitable physical environmental conditions that a person is exposed.

2. Burnout questionnaire: Galdard burnout questionnaire contains 40 questions. It should be noted the reliability of the questionnaire at the Tehran University by Khakpoor (1997) and by the grower in Qazvin (2000) has been normalized. In Khakpoor research sample was 110 therapist of people in Tehran. The mean scores of the group was 102, and SD was 20. In this study, questionnaire reliability was calculated using Cronbach's alpha of 86%.

**Data analysis method**

To analysis and find the answers of the research questions and testing the statistical hypothesis related them the following statistical method have been used.

1. The statistical characteristics of questionnaires materials using conventional methods in descriptive statistics
2. Estimating alpha reliability coefficient by Cronbach's. Generally coefficient obtained from Cronbach's alpha shows coherence and internal consistency of the questioner
3. Using principal components analysis (PC) for investigating construct validity and the content of the questionnaire is saturated by several factors.
4. Using varimax rotation for the structure of a simple questionnaire and extracted factors
5. Calculating percentage norms and issue

**The major concern**

Develop a valid and reliable instrument for future research related to job stress.
Evaluation of occupational stress on municipal managers in Tehran

The relationship between job stress and job burnout in municipal leaders in Tehran

**Research questions**

Is there sufficient coordination between occupational stress test set of questions that can be used as a valid tool?

Is job stress test questions are reliable?

how much content of occupational stress test is saturated?

Is there a relationship between the scores of job stress and burnout?

**Data analysis**

**Data description**

Descriptive indicators (mean and standard deviation) age of municipal managers is presented in Table 1-4

<table>
<thead>
<tr>
<th>Number</th>
<th>mean</th>
<th>sd</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5264</td>
<td>3568</td>
<td>25019</td>
<td></td>
</tr>
</tbody>
</table>

As can be seen in Table 4.1, the average age of managers is 19/35 years with a minimum age of 26 years and maximum age 49 years old.

Frequency and percentage of managers job status is provided in Table 4-2.

<table>
<thead>
<tr>
<th>Educational situation</th>
<th>frequency</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/Diploma 28</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11/Associated degree296</td>
<td></td>
<td></td>
</tr>
<tr>
<td>60/Bachlor1500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>27/Higher than bachelor696</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
As can be seen in Table 4-2 the most frequency and percentage is related to managers with bachelor degree and lowest frequency and percentage is related to diploma managers. Descriptive index related to experience of managers has been calculated. The result is shown in Table 3-4.

Table 4-3: descriptive indicators experience of managers

<table>
<thead>
<tr>
<th>Number</th>
<th>mean</th>
<th>sd</th>
<th>minimum</th>
<th>maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>2504</td>
<td>43.7</td>
<td>71</td>
<td>51</td>
<td>190</td>
</tr>
</tbody>
</table>

As seen in Table 4-3 the average work experience of managers in 43.7 years is minimum on experience and maximum 19 years of experience.

Table 4-4: frequency and percentage of managers Marital Status

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>frequency</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>2078</td>
<td>82</td>
</tr>
<tr>
<td>Single</td>
<td>396</td>
<td>15</td>
</tr>
<tr>
<td>Divorced</td>
<td>46</td>
<td>1</td>
</tr>
</tbody>
</table>

As seen in Table 4-4 the highest frequency and the percentage is related to managers with the marital status.

The frequency and percentage of children of managers is presented in Table 4-5.

<table>
<thead>
<tr>
<th>Number of children</th>
<th>frequency</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Zero</td>
<td>596</td>
<td>23</td>
</tr>
<tr>
<td>One child</td>
<td>714</td>
<td>28</td>
</tr>
<tr>
<td>Two children</td>
<td>550</td>
<td>22</td>
</tr>
<tr>
<td>Three children</td>
<td>496</td>
<td>19</td>
</tr>
</tbody>
</table>
As seen in Table 4-5 the highest frequency and percentage is to managers with one child and the lowest one is for the managers with 5 children.

**Reliability of questioner**

Considering that Osipow Job Stress Questionnaire has six subscales, Cronbach's alpha coefficient for each of the subscales were calculated, as well as the entire questionnaire. Cronbach's alpha formula is as follows

\[
\alpha = \frac{n}{n-1} \left[1 - \frac{\sum s_i^2}{S_t^2}\right]
\]

In this formula, \( \alpha \) estimate of reliability test, \( n \) number of questions, \( S_t \) standard deviation the entire test, \( S_i \) is the standard deviation of question i. The results show that in this subscale lowest correlation coefficient is 527/0 which relates to Question 6 and the highest correlation coefficient respectively is related to question 7 with a coefficient of 719/0.

Removal of a question depends on two factors: first question must have low correlation. Through viewing fifth column that shows the value of Cronbach's alpha coefficient for each question it can be concluded that no question is needed to be removed. In general, Cronbach's alpha for subscales of workload role is (882/0 = \( \alpha \)). It is observed that obtained coefficient is relatively high and indicate that questions is subscales of workload of the role has high internal consistency.

**Validity of questioner**

Validity means assessment tool measures something that is made to measure. Two method has been used for validity of Osipow questionnaire job stress

A) factor analysis method b) measuring concurrent validity using Galdard burnout test that each one will be explained in following

A) agent analysis
agent analysis is a technique which make the decrease of a lot number of dependent variable to each other as a smaller number of hidden dimension

B) concurrent validity

Galdard fatigue test was conducted on 30 managers simultaneously with Job Stress Questionnaire. To determine concurrent validity and the correlation between job stress questionnaire scores were calculated with the total scores of burnout and results are presented in the following table. It is noteworthy that a high score on questionnaire of burnout are as lower burnout. So it is observed that burnout increases with an increase in managers' job stress. The results indicate that there are significant correlations between the two questionnaires.

The results of correlation coefficient for the relationship between job stress and burnout

<table>
<thead>
<tr>
<th>Significance</th>
<th>Correlation</th>
<th>Number</th>
<th>Variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/01</td>
<td>-0/482</td>
<td>30</td>
<td>Occupational stress-burnout</td>
</tr>
</tbody>
</table>

Conclusion

In this study there were five basic questions that briefly are going to mention in this section.

The first question: Is there sufficient coordination between set of questions of occupational stress test that can be used as a valid tool? Cronbach's alpha was used to answer the question. Cronbach's alpha was used to check the internal consistency of the scale and subscale. Alpha coefficient obtained from occupational stress questionnaires is (897/0 = ALPHA) that shows that the questioner has appropriate and questionnaires internal consistency coefficient. So it can be concluded that the scale of occupational stress is measured accurately. The results of the present study are consistent with the results of internal research that was 87/0 reliability.

Second question: does occupational stress test questions have validity?

Construct validity was used to answer the question. By definition, a test has construct validity if scores resulting from its implementation will be related to concepts or structures. Factor analysis was used to determine the validity. This method determines the interrelations between data analysis and reduces the the variables or factors to cluster to facilitate. To achieve this objective, the information obtained by principal component method and using varimax rotation was analyzed. The results showed that the questions had the highest load factor on their respective components. KMO value is equal to 878/0. The external validity of the sample of adequate size is observed. Bartlett's
test is the significant all related amounts to correlation of the total test questions in principal components analysis are higher than 424/0 which showed a high correlation between the single question with the whole test so it can be concluded that the scale is accurate enough to measure occupational stress.

Third question: What factors and to what extent the content of occupational stress test is saturated?

Agent analysis was to answer this question but before that two cases must be examined

A) the adequacy of the sampling
KMO value indicates the adequateness of sampling. Small values of KMO indicate that correlation among pairs of variables cannot be determined through other variables. Therefore, using Factor analysis may not be appropriate. Values near to 0.9 of this quantity are highly appropriate, near 0.8 is appropriate and 0.7 is moderate, 0.6 is inconsiderable and less than 0.6 is inappropriate. Serny and Kysr (1997) believe that KMO value more than 0.6 can easily do through factor analysis. The more this value is, it is more appropriate and adequateness of sampling will be more.

B) Trust regarding that correlation matrix which is put as basis of factor analysis is not zero within population (significance and meaningfulness of data matrixes): In order to investigate this issue, Bartlett’s test of sphericity is utilized. The reason to execute this test is to reject zero hypotheses based on correctness of unit matrix in population. Bartlett’s test of sphericity tests the observed correlation matrix belonging to population or non-correlated variables. In order to make the factor model useful it is necessary that the variables to be correlative. If the hypothesis of zero that variables aren’t is relation will be rejected, the application of agent analysis will be problematic and therefore it needs revision. In desired sample KMO is 0.878 and the level of significance of Bartlett is 0.0001. Therefore, inside of the adequacy of sampling conducting factor analysis based on correlation can be justified. After the implementation of Bartlett’s test and considering data as the appropriate one, 6 factors have been determined to rotate and to factor analysis using Scree plot (Figure 3-4) and according to the amount of variance explained by factors. The results of varimax after 9 s rotation reached to simple structure. The results have shown that the amount of variance explanation shared between the variables for these 6 factors whole together is 65/72% of the variance of the variables. The first and the second factors respectively with the especial value of 11.33 and 10.10 in whole justify 35.72 percent of total variance and finally the sixth factor with the special value of 4.34 percent justify entire variables. Therefore, construct validity of the test is confirmed through agent analysis. Based on factorial matrix a series of questions related to one factor was jointly formed a sub-scale that were nominated the most load of extracting factors.


The second factor; 8-11-12-14-21-22-25-27-28-29-30-48-54-52-55-56-59-60 questions reflect the expectations of responsibility
The third factor; 2-5-6-10-15-16-17-18-19-24-40-44-53 questions indicate the extent of the factors and job growth

The fourth factor; 20-23-34-57-58 questions that illustrated the causes of job dissatisfaction

The fifth factor; 1-3-4-13-26 questions illustrated the causes of job burnout or workload.

The sixth factor, 7-35-37-38 questions indicate incompetence of the job.

To examine the evidence convergent convergent construct validity the correlation coefficient of test scores of subjects in job stress and burnout scores were calculated and the correlation coefficient is \( (482 / 0 = r) \) which is significant in level of \( (a=0001) \) means burnout will increase by the increase of job stress among managers

To interpret the numbers and compare and determine the relative position of each person in the group, scores are presented in forms of percentage norms. Regarding percentage norms, the row scores of participants has been changed to percents that show some percent of participants are in lower norm of special score. The norms was prepared by four degree form nonstress to stress.

The results of this research to the questions that had been raised in this study responded and indicated that Osipow occupational stress scale is valid 897/0 which is indicative of the validity of the scale of Osipow occupational stress. The results of factor analysis showed this scale composed of the six factors, which tells the validity of the scale of Osipow occupational stress. There is a significant relationship between job stress and burnout. This means that burnout will be increase by the increase of job stress in managers that indicates concurrent validity of job stress. Totally it can be said that the sale of job stress can be used as a valid tool for evaluating managers of Tehran municipality job stress.

**Recommendation**

Test using periodically to monitor the performance of all managers, especially government agencies to improve the quality and quantity of their performance.

Providing preventative solutions to massive public and official authorities about the negative consequences of job stress and burnout among executives and employees subsequently

Recognizing and diagnosis of occupational stress is not enough it should rather apply supportive strategies and granting favorable conditions for prevention of occupational stress in order to maintain and mental health of employees, offices, etc.
Due to the importance of standard and authoritative tools, it is suggested that this questionnaire widely used among staff in different social and cultural conditions to evaluate the reliability and validity.

Repeating such study in a larger population can improve the reliability and validity of this test.

To estimate the degree of stability and predictability and reliability of this test it is suggested that in a longer study a test-retest reliability of this test at the interval carried out.
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