

Investigating the moderating role of individual spirituality in relation between commitment to career choices and career adaptation among the staff of the office of cooperatives, labor and social welfare in Isfahan

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Abstract: This study was to investigate the moderating role of individual spirituality in relation between commitment to career choices and career adaptation among the staff of the Office of Cooperatives, Labor and Social Welfare in Isfahan. Its method is cross-correlation method. The statistical population of this study is the staff of the Office of Cooperatives, Labor and Social Welfare in Isfahan in 2014 that were 152 people. For statistical analysis of the data, multiple regressions, Pearson correlation test, one-sample t-test, analysis of variance and Fisher's Z-test were used. The results showed that there was no significant relationship between spirituality and career compatibility, but between spirituality and commitment to career choices and career adaptation there is a significant positive relationship.

Key words: Spirituality; Personal spirituality; Commitment to career choice; Career adaptability; Office of cooperatives; Labor and social welfare

1. Introduction

Individual's spirituality of organization affects many factors including career adaptation. Investigating personal spirituality and career adaptation in organizational behavior management with aim of its improvement in organizations to create readiness to face the problems requires knowledge of the conditions that must be addressed; including recognition of managers in organization, management requirements, values and its role in organizational behavior management, role of attitudes in organizational behavior, personal spirituality impact on the compatibility of employees and its effects on commitment to career choices as a subset of career adaptation and finally improving their function. Spirituality is at the study area of organization and management is a young subject. Main directions of the studies are toward spiritual dimensions, its study methods in organization, its definitions and also its operational form (Ahmadi and Khodami, 2011). Spiritual relation with career adaptation in organization in theoretical level or practical level has a spiritual space and on the other hand its democracy pattern introduces a religious democracy and it is not considered very much. This study sought to evaluate the quality of the relationship between spirituality with commitment to career choices and career adaptation and is to investigate the relation between these factors and if this relation is significant or not. It also investigates

that if there is a significant relation between personal spirituality and the components of commitment to career choices and career adaptation? And how much this impact is.

2. Describe the problem

The most important factor in achieving the goals of the organization is manpower and undoubtedly the success and progress of any organization depends on its staff. Since the time that job has found an important position in people's life, physical and mental status of them have been affected by it. If the organization is concerned with the development of human resources and achieving sustainable competitive advantage in the market, it is important to meet the needs of employees (Ahmad-Nejad et al., 2012). Today the spirituality is considered from two perspectives by thinkers of human societies, First, in terms of inhibition of damage and breaking the norm and the other is the motivating role of the community people in terms of benefits and services, so the real image of Islamic spirituality has special parameters and principles that in addition of connecting the person to the existence source, affects the view method and his practice in individual and collective life and would cause amazing developments in individual and collective aspects. Individual commitment to the organization and management decisions for their organizations, are among the factors causing great developments in organization and would provide career adaptation of people with organization, it means that achieving a

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deeper understanding and wider senses and achieving the more important goals in organization would result more career adaptation of the staff. Career adaptation is caused by co-operation and adaptability of person with organization and his job (Moran, 2008). Relation between personal spirituality and career compatibility can be particularly important when considering critical turning points in the career development process of individuals. By studying the theory and research on job growth of staff (Feldman and Blustein, 1999; Harren, 1997) we can identify the factors that apparently have a special connection with the people's career development. Career adaptation is of the basic concepts in career development theories concerning professional conduct. Since employment adjustment is a set of reactions that the person with whom builds or modifies their behavior so that they can meet the new experiences well or they need the compatibility of conflict aspect and compatibility with environment in interaction between person and environment (kikhanejad and ghanadi, 2012), so it is expected that such actions cause the formation of a value system is resistant to stress and cultural exchanges and finally keeping the mental health of person or community. Spirituality is as a stable source for organizations which enhances creativity, confidence, organizational loyalty, increases feelings of personal success and commitment to more career choices and improves the organization's performance that in this form the close relation of organizational spirituality and commitment to career choices are seen sensibly. On the other hand, spirituality in organization would increase satisfaction, trust, commitment, health and happiness of individuals that these factors increase the adaptability of people to work and the working environment. Thus it can be said that spirituality can be an effective factor in the rise of the commitment to career choices and career compatibility.

Office of Cooperatives, Labor and Social Welfare of Isfahan as an organization that aims to provide services in support of cooperative companies, especially in the jurisdictions, legal advice, investigation of violations and complaints regarding cooperatives, written response to a query by cooperatives and government offices in the province, that it is always subject to provocations from outside the organization that creates and promotes fraud and negligence, lack of discipline and work environment as well as reducing waste faith and spirituality of individual employees. Since the negative effects of the provocations on performance, commitment, adaptability and other personnel actions and reactions are very much and is the basic factor in inefficiency of the organization, On the other hand, since in this organization manpower is the most important source of organizational and main services, being careful in recruitment and selection of qualified, committed and with piety, upgrading their abilities and talents, it will leave a good impression in the future of organization. So over the time, attention to special aspect and

attention to providing services and efficiency and lack of attention to other emotional and psychological needs of the workforce has resulted in accidents at work, family and personal problems and social disorders. So with providing necessary education, strengthening religious beliefs, work ethic, commitment to work and duty, discipline, accountability, rule, good companionship, spirit of cooperation, compassion, altruism leads to the promotion of culture and the neglecting it would lead to very bad damages. So the main issue of this study is to study the moderating role of individual spirituality in relation with commitment to career choices and adaptation among the staff of Office of Cooperatives, Labor and Social Welfare in Isfahan.

2.1. Importance and necessity of performing the research

After two decades of research about spirituality in the workplace, numerous benefits for this issue are counted including intuition, creativity, honesty and trust, Self-actualization and personal commitment (Krishna Kumar and Neck, 2002). In addition to these we can mention reformation that has an important role in organizational environments (McCormicx, 1994). Many good reasons exist to study spirituality and personal management; one of them is the effect it has on management behavior and the other is that the work perspective is meaningful. On the other hand, simultaneous with respect to the organizational personal spirituality, organizational commitment is common as a study field that has gone beyond its origin namely fields of sociology and social psychology and is applied in Industrial and Organizational Psychology, Human Resource Management, Organizational Behavior and Legal Studies also been proposed (Rezayian, 2008). So it seems logical relationship between logical relation between staff perceptions of commitment and also personal spirituality in the workplace and this relationship can bring organizational outcome favorable to employees.

"No organization can live for a long time without spirituality (Mitroof and Denton, 1999).

Spirituality for personnel has three experimental aspects, including working with concept, and advantages of the Union. The importance of studying it in the workplace is in this that spirituality is a huge potential for the well-being of individuals, organizations and communities, the spiritual leadership theory combines spiritual and moral benefits (Ferry, 2003); spiritual leadership would facilitated good morals and spirituality at the levels of individual, organizational, and also social responsibility (Ahmadi and Khodami, 2011).

The job compatibility is also one of the key issues in any profession. In other words, as long as the person is not compatible with his job and since a major part of everyone's daily life is spent on the job, he will not work very well and it is possible that he

would have problems in his personal and family life (Qasemzadeh, 2005).

In line with the importance of the study subject Coetzee, Harry (2014) also investigated the relationship between spirituality, emotional intelligence and career adaptability of employees. They concluded that there is a positive and significant relation between spirituality, emotional intelligence and job compatibility with four domains (including business concerns, job control, professional confidence and professional curiosity). In other studies the relationship between spirituality and commitment to career choices and spirituality with career adjustment were examined separately but in none of the previous studies the relationship between spirituality and career adaptation and commitment to career choices have been studied. Therefore, in this research we intend to investigate the relationship between spirituality and compatibility of career and commitment to career choices simultaneously.

Office of cooperation, labor and social welfare in Isfahan in order to unite and integrate their forces and the impact of spirituality on people's unity and adaptability is not excluded from this principle because the existence of spirituality among employees in the workplace is essential to increase the efficiency, commitment and adaptability of employees (which is an important principle of this Office). Also according to the results of the research, attracting the staff trust and improving commitment to their choices at workplace and their adaptability with job and workplace directly at the output of the organization are very effective and important so the review and strengthening of spirituality in order to increase the consistency and commitment of staff would increase the performance and productivity and cooperation of the employees that is very important. Now given the foregoing, and done surveys of this research, we are to study the moderating role of the individual spirituality in relation to commitment to career choices and career adaptability between the staff of the Office of Cooperatives, Labor and Social Welfare in Isfahan. Possible outcomes of this research will be able to identify the role of spirituality in relation to the obligation to career options and job compatibility that therefore it would be used in manpower recruitment, appointment and assignment of responsibilities and expecting the career path for employees.

2.2. Research hypotheses

2.2.1. Main hypothesis

Individual spirituality affects the relation between career choices and job compatibility.

2.2.2. Secondary hypotheses

- 1- There is a relation between individual spirituality and career adaptability.
- 2- There is a relation between individual spirituality and commitment to job choices.
- 3- There is a relation between career adaptability and commitment to job choices.

3. Research background

In recent years the role of spirituality in organizations has been considered increasingly as a necessity for organizations' interactions with employees, customers and the community. Hall believed that the people will have periodic job control instead of organizations and success in psychological achievements was measured instead of financial success. He also suggested that the managers and staff should start the facilitation stages of being transferred to this new pattern via relations at workplaces (Rastegar, 2013).

In his study entitled the effect of group counseling with approach of career adaptability on increase of job motivation of the country's Investigation Office staff with the sample of 60 people these results were obtained: 1. there is a significant difference between the various aspects of motivation factors of this Office. 2. There was no significant difference between male and female employees of this Office. In terms of motivation and health factors, motivation of the trained staff of this Office is significantly higher than job motivation of the untrained staff.

Zera'atkar (2008) in a study entitled investigating the relation of organizational commitment and spirituality, concluded that there is a positive and significant relation between organizational commitment and spirituality, also the regression results showed that emotional commitment is a stronger participator for spirituality and normative commitment is a weak participator in relation between this variable with spirituality.

Sabri (2014) performed a study that was to investigate the impact of spirituality at workplace on improving the function of the staff of Education Office in Tehran. The results showed that according to the staff working in this Office are affected significantly by spirituality of workplace.

Duffy and Blustein (2005) in their study of the relationship between spirituality and activism, religious adherence and job adaptation, concluded that inherent religious adherence and religious awareness are as strong participations in job decision-making. In addition to this, individual inherent religious adherence was brought out as a strong participation for tendency to deprive the job choices. Also the results showed that the persons having a high-level spiritual relation with a better force and inherent religious adherence, have more trust on doing the job decision-makings and freely discover the a wide range of job choices.

Malek and Naeim (2011) in studying the relationship between spirituality and organizational commitment showed that there is a positive

relationship between spirituality and organizational commitment and those with a higher level of spirituality and commitment has job satisfaction and a higher commitment. Also spirituality had the most correlation with the emotional commitment. Santilli Nota Christina, Soresi (2014) in a study examining the relationship between job compatibility, spirituality and life satisfaction showed job compatibility indirectly is a predictor of job satisfaction of workers. Also job adaptability affects directly spirituality of workers.

4. Study methodology

4.1. Method

This survey is a useful and co-relational one. In terms of methods of collecting data and information, a self-report questionnaire was used.

4.2. Community, sample, and sampling method

The research population consisted of all employees of the Department of Cooperatives, Labor and Social Welfare of Isfahan in 2014, that after necessary investigations and inquiries of the administrative affairs of staff the statistical population was reported 250 people. For the total population, a sample of 152 patients was obtained, but since it was likely some will not return the questionnaires, about 30% of the questionnaires were added to the sample size and 195

questionnaires were distributed among the employees of which 174 questionnaires were returned. Of the returned questionnaires, 22 questionnaires were detected invalid and as a result of the remaining 152 questionnaires were used for analysis. The sampling was done randomly.

4.3. Research Tools

The study that aims to measure the variables of interest from The Spiritual Assessment Inventory (SAI) of Hall and Edwards (1986), occupational adaptation of Dawisand Lofquist (1984), commitment to career choices Blvashtyn et al. (1989) were used. Spirituality is a self-report questionnaire tool and has 47 states; some states are of two parts. Job compatibility questionnaire by Davis and Lofquist is with 36 questions that aim to assess compatibility of job and its factors (value of progress, the comfort, the base value, altruism value, the safety value, the value of autonomy, adaptation style). Commitment questionnaire is a 28-item one rather than job choices of Blustein which consists of two subscales Vocational Exploration and Commitment Subscale (VECS) and subscales Tendency to Foreclose Subscale (TTFS). In this research to determine the validity and content validity it was confirmed by the experts. In this study, the reliability of the questionnaire was calculated by Cronbach's alpha and full report is in Table 1.

Table 1: Cronbach's alpha output

Number of questions	Cronbach's alpha	Questionnaire
47	0.914	Spirituality
36	0.785	Job adaptability
28	0/761	Commitment to job choices

4.4. Methods and tools for analyzing data

The study analyzed data from both descriptive and inferential statistics methods. Descriptive statistics of frequency mean and standard deviation for the characteristics and properties of the data set, and inferential statistics (Pearson correlation, multivariate regression, t-test, one-sample, analysis of variance and chi-z Fisher) were used to check and test the research hypotheses. The data were processed in SPSS software.

In this section, hypotheses and research questions will be discussed using appropriate statistical methods and procedures, including multiple regressions, Pearson correlation test, one-sample t-test, analysis of variance and Fisher's Z test. The precondition for the use of parametric tests, data-normally distributed variables is desired that this precondition is checked with use of the Kolmogorov - Smirnov test.

5. Findings of research

5.1. Kolmogorov-Smirnov test of variables (checking the normality of data distribution)

Table 2: Summarizes the significance level of variables of Kolmogorov-Smirnov test

level of variables of Kolmogorov-Smirnov test	Variable
0.71	Individual spirituality
0.45	Commitment to job choices
0.42	Job adaptability

Results of Table 2 show that at the 95% confidence level, the distribution of individual spirituality variables commitment to career choices

and job adjustment of persons follows a normal distribution, because the significant level of each variable is more than test error.

The main hypothesis: individual spirituality affects the relation between and commitment to the job choices and job adaptability.

To confirm or refute the hypothesis the multivariate regression method is used. In this

method, the variables of commitment to job choices and individual spirituality are introduced as a predicating variable and job adaptability as criterion variable.

Table 3: Analysis of one-way variance for job adjustment criterion variable for various regression models

Common variance ®	Significance level	F statistics	Freedom degree	sum of squares	Predicating variable	Model	
0.230	0.005	8.019	1	0.939	Regression	Commitment to job choices	1
			144	16.864	Remnant		
			145	17.803	Total		
0.233	0.018	4.121	2	0.970	Regression	Commitment to job choices Individual spirituality	2
			143	16.833	Remnant		
			145	17.803	Total		
0.273	0.012	3.799	3	1.323	Regression	Commitment to job choices Individual spirituality Commitment to job choices *Individual spirituality	3
			142	16.480	Remnant		
			145	17.803	Total		

The results in Table 3 show that the model 1 is accepted. The significance level for this model was 0/005 that is less than test error. In other words, the effect of commitment to career choices is alone significant on career compatibility.

In model 2, we observe that the variables of career commitment and personal spirituality enter into the model as the predictor variables. Since the significance level of F test for this model was 0/018

that is less than 0/05, so we can conclude that the model is accepted. In model 3 we see that the significance level is 0/012 that is less than the test error. Thus, in Model 3, where the predictor variables of individual spirituality, commitment to career choices and interactions of individual spirituality and commitment to career choices affect the employment adjustment, is accepted.

Table 4: Coefficients of multivariable regression

Significance level	t statistics	β – standard coefficients	β non – standard coefficients	Predicator value	Model
0.001	4.927		2.034	Constant value	1
0.005	2.832	0.230	0.374	Commitment to job choices	
0.001	4.695		2.129	Constant value	
0.005	2.852	0.242	0.395	Commitment to job choices	2
0.609	-0.513	-0.044	-0.049	individual spirituality	
0.224	-1.222		-5.092	Constant value	3
0.044	2.033	1.646	2.680	Commitment to job choices	
0.091	1.700	1.928	2.180	individual spirituality	
0.084	-1.743	-2.736	-0.704	Commitment to job choices *individual spirituality	

The results in Table 4 have examined the effect value each of the predictor variables on job adjustment separately for each model. The results in Table 4 showed that the models 1, 2 and 3 are acceptable regression models. The results show that the predictor variable of commitment to job choices affects the job adaptability and the effect magnitude of this effect according to the standard rate is 23% so it can be concluded that, in exchange for a percentage change in the commitment to job score, job compatibility is increased by 23 percent.

The results of Table 4 related to regression coefficient model 2 shows that each of the predictor variables of commitment to career choices and personal spirituality affects the job adaptability and the effect rate of them are 0.242 and -0.044 respectively. So we can conclude that for a percentage change in the commitment to career

choice score by the individual spirituality, the compatibility job increases by 24 percent.

In other words, increased commitment to career choices of the persons which are at a level of personal spirituality will be with increased 24 percent of job compatibility and this effect is significant because the significance level in model 2 t is less than the error. It can be seen that the significant level of personal spirituality in model 2 is 0.609, which is more than 0.05. Therefore it can be concluded that increasing the individual spirituality of the staff that are at a level in terms of commitment to job choices, will be with a decrease of 4% of job compatibility because this effect rate is not significant at model 2.

Results Table 4 related to coefficients of the regression model 3 shows that variable of commitment to career choices predictor and personal spirituality and their interactions do not

affect job adjustment because the significance level of these two independent variables in the final model, Model 3 is greater than the experimental error.

Since the significant level of t-test for the variable of commitment to career choices was 0.044, which is less than the error test, it can be concluded that

increased commitment to the career choices of those who are at a level of personal spirituality, will be with an increase of 1.64 of job compatibility, and this effect is significant.

Sub-hypothesis 1: there is a significant relationship between personal spirituality and job adaptability.

Table 5: Pearson correlation coefficients between individual spirituality and Job adaptability of the staff

Significance level	Pearson correlation coefficient	Variable
0.748	0.027	personal spirituality- job adaptability

According to the results of Table 5 we see that the significance level of Pearson correlation test for the two variables of individual spirituality and job adaptability is 0.748, hence, the null hypothesis that there is no linear relationship between these two variables will be accepted. In other words, there is no significant linear relationship between two

variables. Therefore it can be concluded that no significant relationship between individual spirituality of staff and career adaptability and the secondary hypothesis 1 is rejected.

Sub-Hypothesis 2: there is a significant relationship between personal spirituality and commitment to career choices.

Table 6: Pearson correlation coefficient between the variables of individual spirituality and commitment to the job choices of staff

Determination coefficient	Significance level	Pearson correlation coefficient	Variable
0.084	0.0001	0.290	personal spirituality- commitment to career choices

According to the results of Table 6 we see that the significant value of the Pearson correlation test for the two variables of individual spirituality and commitment to career choices is 0.0001, hence, the null hypothesis that there is no linear relationship between these two variables is rejected because the achieved significant level of test error (0.05) is less. In other words, we can conclude, there is a linear relationship between these two variables. Positive values of the Pearson correlation coefficient show that the relationship between the two variables is

direct. In other words, the greater the spirituality of the individual employee, the employee's commitment to career choices gets even further. The second sub-hypothesis is accepted. The coefficient of determination shows that 8% of the changes of staff's commitment to career choices happen with their individual spirituality.

Sub-hypothesis 3: there is a significant relationship between the compatibility of career and commitment to career choices.

Table 7: Pearson correlation coefficient of job consistency and commitment to career choices

Determination coefficient	Significance level	Pearson correlation coefficient	Variable
0.052	0.005	0.230	personal spirituality- commitment to career choices

According to Table 7 we can be see that the significance level of Pearson correlation tests for job consistency and commitment to the job choices is 0.005, so the null hypothesis that there is no linear relationship between these two variables is rejected because the achieved significant level of error for the test is less than (0.05). In other words, we can conclude, there is a linear relationship between these two variables. Positive values of the Pearson correlation coefficient show the relationship between the two variables is direct. In other words, the greater the adaptability of employees, employee commitment to career choices gets even more. The secondary hypothesis 3 is accepted. The coefficient of determination indicates that 5% of the changes of employee's commitment to the job choices happen by career adaptability.

This study was to investigate the moderating role of individual spirituality in relation between commitment to career choices and career adaptation among the staff of the Office of Cooperatives, Labor and Social Welfare in Isfahan, 2014. This survey in terms of the nature is an applied and cross – correlation one. The statistical population of this study was the staff of the Office of Cooperatives, Labor and Social Welfare in Isfahan in 1393 that were reported 250 people. Samples were calculated 152 people using krejcie and Morgan table (Delaware, 2002) and sampling was done randomly. To gather information we used the questionnaires of assessing spirituality of Hall and Edwards (1986), job adaptability of Davis and Lofquist (1984), and the commitment to career choices of Blustein et al. (1989).

The results of this study in terms of relation between individual spirituality and commitment to

6. Conclusion

job choices in consistent with the study of Duffy and Bastian (2005). But since at the study it was pointed out that individual spirituality does not have a significant effect on employment adjustment the convergence point cannot be completely reliable. The results of this study indicate that the as much as the spiritual is stronger at person, he is more faithful to his career choices.

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