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Determining the Relationship between the Adornment of Workplace and the Mental Health of Staff in Kerman University of Medical Sciences

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Abstract: The development of each community and nation depends on the efficient and optimum performance of organizations and institutions. Mobility, survival and efficiency of organizations also depends on efficient and optimum performance of those working in these organizations and institutions and their clients and users. One of the things that despite its unimportant appearance effects on attracting people to organizations and using services is the order and adornment of workplace and social accountability of the organization. These factors implicitly lead to the satisfaction and quality of staff's services in the organization, and therefore the improvement of efficiency, effectiveness and productivity of the organization. Thus, in this study we intended to investigate the relationship between the adornment of workplace and the accountability of staff in Kerman University of Medical Sciences. This study is a survey and its method is correlation. This is a descriptive-analytic study in which the relationship between the adornment and accountability of the organization and the mental health of staff in Kerman University of Medical Sciences studied in 1394. The research data were gathered in one turn by using questionnaire. The sample size of 285 was calculated after preliminary study and by using Cochran formula and calculating statistical society ($N = 1095$). Collected information and data were analyzed in two descriptive and analytical methods. SPSS software version 21 was used for data analysis. Based on the results the simultaneous regression after the adornment of the environment predicts the mental health of staff positive, and it has a decreasing effect ($\text{Beta} = -0.127$ and $p\text{-value} < 0.05$). Also after personal adornment it predicts the mental health of staff positive, and it has an increasing effect ($\text{Beta} = 0.134$ and $p\text{-value} < 0.05$). Finally, after the adornment of service the mental health of staff is predicted positive, and it has an increasing effect.

Keywords: The adornment of workplace, mental health, Kerman University of Medical Sciences

INTRODUCTION

Naturally human likes adorned, clean and regular environment. This environment can increase a person's material and spiritual capabilities in addition to mental peace. Therefore, as we personally clean our home, it is necessary that we not exclude in workplace, and be serious and principled about cleaning equipment and the workplace as a part of our daily activity (Tavakoli, 1386). By reviewing various studies done about the characteristics of workplaces, Corman writes: "physical environments can act as constraints, persuade emerging ideas about them and others, and act as a source of stimulation or security, or be a source of joy and pleasure. Sound, music, lighting and temperature are other physical variables that effect on work behavior in some situations. The optimum treatment of work requires that the sound be continual and expected, and the music be intermittent. The lighting and temperature should be proportionate to the specific demands in order to obtain positive effects." Order and adornment are the most important parameters for organizations to achieve success. Adornment also means order and arrange in addition to adorning (Moein, 1382). Despite the expansion of management knowledge whether in literature or in practice and its application in organizations further studies show that most managers and leaders of organizations have not taken steps in 5s, and accordingly, have not used vital effects, outcomes and interests in the establishment path of its system (Arabian, 1388). What is the reason? Is that due to the lack of awareness of the existence of such a management system, or is the lack of necessary and adequate knowledge about 5s in the country as good as its achievements and consequences? Hasn't the notification been made? Haven't enough experienced and expert consultants and experts been trained in the country, or are there other reasons? The 5s system is a system for improving and adorning workplace. In other words, organizing and adorning system of workplace is an approach which is used in order to establish and maintain modal space in an organization, and its appellation is five Japanese words which are diagnosis and resolution, arrangement, cleaning, continuity and standardization, public duty and discipline (Aboutalebi, 1384).

In summation of social responsibilities it can be said that they are common human and environmental set of values, beliefs and knowledge among the staff in accomplishing the activities focused on producing or creating added value, and in other words, what values and attitudes have been internalized in the staff, and accepted by the organization. Social responsibility connects these components together, and organizes activities around a specific framework so that the sponsor of experiences strengthen the conversation with the main beneficiaries, and finally, commitment to accountability and guarantee of a company for its performance against the community so that both internal and external resources of the company be provided, and ultimately improve the community (Moradi, 1391). Staff units of The University of Medical Sciences as one of workplaces should pay attention to this issue because as a place where the public are addressed, and where everything follows a special classification, order and category must also follow a special system and pattern in order to regulate the administration and circumferential cleanliness in organizational and administrative affair to achieve its goal of satisfying the client and supplying the best and most suitable information in the least time more than ever. Doing the job properly or using resources, equipment and facilities correctly is a very essential issue in staff units. Therefore, staff units need to use methods to reduce wastage and energy waste and increase efficiency in order to reduce the cost, prevent wasting energy, improve productivity, and establish order. Some methods of utilization are qualitative management systems among which 5s (organization, order, cleanliness, standardization and discipline) is particularly important in terms of providing the field in order to profit and optimum use of resources (Arabian, 1388).

The term mental health has a broad sense, and contains mental well-being, self-assurance, capability, understanding inter-generational solidarity, and the ability to recognize intellectual and emotional talents in a person so that the person be able to recognize his abilities, adjust himself with usual stresses of life, and be useful and constructor in his job. With regard to what has been talked about it can be said every man who can cope with his profound issues, compromise with him and others, doesn't fail against his inner inevitable conflicts, and ostracize himself by the society has mental health (Sadeghi Movahed et al., 1387). Saberian et al. studied the mental health of staff in The University of Medical Sciences in Semnan in 1385. In their study they concluded that the rate of staff's mental health disorders is five times more than the global statistics which has been presented by WHO, but it is consistent with other studies in Iran. More investigation for determining the reasons of being higher than the global statistics among women, associate's degrees and official and medical staff can lead to find solutions to counter with it (Saberian et al., 1385).

Thus, mental health's improvement seems necessary according to previous accomplished studies and the constructive role it has in increasing productivity, and since man power counts as one of the largest sources and capitals in every organization, and their physical and mental health has a determining role in increasing productivity, this matter has special importance in The University of Medical Sciences which is the main source of subjects related to physical and mental health of people. Therefore, in this study we decided to study the relationship between the adornment of environment and the staff's mental health in Kerman University of Medical Sciences.

THE RESEARCH HISTORY

The research history is one of the most important parts of each investigation. Because we can recognize the perspective of last research activities related to the research subject, and also desirability and undesirability of previous investigations which directly relate to the research subject, or at least are similar to one of the variables in this study (Delavar, 182:1375). According to this, the researches related to the adornment system, the social accountability of the organization and mental health studied as the following:

Studies conducted in abroad

Herodotus et al. (2014) concluded from their study that social accountability effects on organizational commitment, and it can predict this commitment (Herodotus et al., 2014).

Walker and Parent (2013) as the result of their research with the title of the integrated framework of social responsibility, accountability and citizen-oriented reported that there is a positive and significant relationship among these three cases (Walker and Parent, 2013).

Tabighyan (2012) in his research with the title of studying the relationship between social responsibility and reducing poverty explained that social responsibility of the organization plays an important role in growth and poverty reduction, and also effects on increasing social performance indicators (Tabighyan, 2012).

Rexhepi L and Shrestha P in a study in 2011 considered the way of organizing workplace (5s). They proved its applicability in hospital by performing this method in Rheumatology section, and represent reducing wastage, increasing staff's motivation and decreasing patients waiting time as benefits of performing this method in hospitals (Rexhepi L and Shrestha P. 2011).

Louie and Leno (2011) as the result of their research about the effect of different dimensions of the organization's social accountability on financial performance of the organization in the tourism industry represented that the dimensions of social accountability effect on the performance and turnover in short-term and long-term (Louie and Leno, 2011).

Enterner et al. (2010) considered the relationship among religion, moral health, mental health indicators (spiritual and dependency needs) and large personality dimensions, and concluded that moral health and religion have a significant relationship with different aspects of mental health and personality, and spirituality represents important aspects of human personality (Enterner et al., 2010).

Rutledge J et al. in a research in 2010 studied the 5s system. They executed this method in clinical laboratory, and showed that performing the 5s increases the speed of doing tasks, and also reduces the costs. He has presented 20% increase in productivity after executing this method (Rutledge J et al., 2010).

Waldhausen JHT et al. (2010) considered the 5s system. By executing the 5s in Outpatient Surgery Clinic they reported decreasing patient waiting from 49 to 30 minutes, increasing the relationship between nurses and patients from 31% to 60% and the significant increase of patients' satisfaction (Waldhausen JHT et al., 2010).

The researches of Garben et al. and Glenn(2010) represent that empathy causes the increase of staff's and people's social accountability (Garben et al. and Glenn, 2010).

Spance Lashyngur et al. (2009) considered the 5s in a study. The results of studies showed that empowering workplaces effect on nursing staff's attitude, their productivity and organizational effectiveness (Spance Lashyngur et al., 2009).

Social responsibility strategies cause the development of learning abilities which leads to innovation (Handyckie et al., 2008).

Myers in a study about the attention to the 5s and workplace concluded that the 5s is one of the important tools in performing quality management system, and the organizations which have applied it have perceived its positive effect (Myers, 2008).

Full Bright M. could reduce patient waiting time from 200 to 80 minutes by using the establishment of organizational adornment system (Full Bright M., 2008).

Caplan RP found that the mark obtained from GHO has been more than the normal rate in 47% of physicians, managers and hospital administrators in the health section in North Lincolnshire which shows the high level of stress in these groups. He concluded that the rate of stress, agitation and depression is high in the staff of health section. It seems that this rate is even greater than the natural one (Caplan RP, 2008).

Jacowski (2008) has concluded in a study of his researches that the efficiency has been increased, and the wastage has been decreased by executing the environmental adornment system (Jacowski, 2008).

Marvyva et al. (2008) in their studies in the field of increasing social accountability found that increasing it causes the increase of altruism and decreasing social accountability causes the increase of apathy (Marvyva et al., 2008).

In fact, according to Graban's word (2008) it can be said that standardization is one of the methods of workplace adornment system which can be used to reduce wasting time.

Robbins and Coulter represent in their research that an organization acts in its social commitment if it performs its legal and economical duties and no more. This means that it fulfills the least responsibility the law has asked it. Social responsibility adds a framework of moral sovereignty with its entry that based on it organizations take actions that makes the society's situation better, and abstain to do the things which make the society's condition worse. Finally, social responsibility depends on the power and capacity of the organization in order to act and take action on the demands and expectations of the society (Robbins and Coulter, 2007).

K. well has represented in a study in his researches in 2006 that in Tambers Company the profit of productions has been increased and the work time of workers has been decreased by performing workplace adornment system (K. well, 2006).

Lynch (2005) studied the 5s system. The results showed that executing the workplace organization method causes the increase of staff's productivity (Lynch, 2005).

Moral and social responsibility is a permanent commitment of the owners of industry, commerce and government which makes them to observe moral principles and economic development at the same time with improving the labor and their families' level of life in society widely. Also social responsibility of companies, the commitment of the owners of industry and commerce are against the society which besides respecting different cultures it should create job opportunities for production, labor skills, society and government (Fredrik, 2004).

Becker believes that the social responsibility management of a company is just like managing its other parts. He says you can do it well or badly. If the process of social responsibility management causes that you be detained from doing other important works, it doesn't mean that the problem is the essence of social problems management, but it is the way you do that job. The proper management of social responsibilities can support economic goals of the company well, make good relations with the investors whose idea about the job is very important in critical situations, reduce the company's cost, and increase the profitability (Becker, 2004).

Vitana, Karendo Gouda and Handa (2004) concluded from their studies that executing the workplace adornment system in public hospitals of Sri Lanka has led to quality improvement (Witana et al., 2004).

Studies conducted in the country

Researches conducted in the country:

Soltanzadeh et al. (1394) in their research with the title of simple and compound relations between organizational sociability and social accountability (the study of the staff in Orumieh University) represented:

1. There is a positive and significant relationship between organizational sociability and social accountability.
2. The elements of receiving instruction and agreement can predict the dimensions of economic, legal, moral and social responsibility positively and significantly. In conclusion, it can be said that considering staff's sociability we can see the improvement and increase of their social accountability (Soltanzadeh et al., 1394).

Bavarsad et al. (1393) in their research with the title of challenges and methods of implementing the 5s system in Iran industries represented that according to previous studies about the improvement and management application of the 5s this research wants to identify and present key concepts of the 5s in the view of Japanese management. The main question of this research is that is there any significant relationship between the establishment of the 5s system and the productivity of activities in Iran industries? Four indicators related to the 5s were used. The tool used for the hypothesis test was a questionnaire which was distributed among five industrial company in Khuzestan, and all were confirmed except the first hypothesis (organizing and cleaning activities of workplace). The results also represented that in companies which this technique has been used some profits such as reducing wastage, faster access to the tool, needed documents and work items, decreasing mistakes and re-work, creating single and general order in workplace, increasing the efficiency and productivity of activities, creating high morale in staff, the stability and improvement of quality, saving time in doing things, reducing environmental risks and increasing machinery's lifetime which finally lead to the increase of productivity (Bavarsad et al., 1393).

Ajami et al. (1391) studied the adornment system in hygiene and remedy. They concluded that the adornment system has been founded in west, and evolved in Japan. Then it spread across the world. The development and acceptance of the adornment system in different countries with different cultures show that the concepts of this system is compatible with different cultures. There are lessons in religious and national culture of Iranian with which the adornment system is compatible (Ajami, 1391).

Moradi et al. (1391) studied the effect of organizational sociability on social responsibility. They concluded that the staff need special skills so as to do the jobs which have been entrusted to them, but they need to know the fundamental purposes of the organization, the way to achieve these goals, their work responsibility and acceptable behavioral patterns for the roles which is expected of them. Therefore, staff access to these information through being accepted in the organization's society, formally or informally, through continuous contacts and work experience with others (Moradi, 1391).

Naderifar (1391) represented in their research about the relationship between the 5s and the effectiveness of the staff in the department of education in Qorveh city that the purpose of this research is to study the relation between the 5s capabilities and the effectiveness of the staff in the department of education in Qorveh city, and its population consisted 78 employees in the department of education in Qorveh city. According to the obtained results it shows that the 5s capabilities effect completely on the effectiveness of the staff in the department of education in Qorveh city, and they are one of effective factors in the strategies of the organization (Naderifar, 1391).

Tafreshi and Safavi (1390) researched about the feasibility of implementing the 5s system in the stores and reference section of the National Library of Iran. The purpose: the research has been performed with the purpose of the feasibility of implementing the 5s system in the stores and reference section of the National Library of Iran. Surveying method has been used in this study. The populations of this research are stores and reference section of the National Library of Iran. The data collection tool is checklist. Chi-square method and median test have been used in order to measure data. The findings: the results obtained from data analysis showed that the 5s system and reference section of the National Library doesn't observe at all in 14.9% of cases, it is weak in 12.04% of cases, 13.8% acceptable, 20.8% good and it is observed completely in 38.3% of cases. The conclusion: the results obtained from this study showed that the condition of stores and reference section of the National Library of Iran is desirable, and implementing the 5s

system in these sections is possible. The managers of the section should also try more in training the staff to understand the concepts of the 5s (Tafreshi and Safavi, 1390).

Parandeh et al. (1390) studied the relation between moral sense and organizational commitment among nursing managers in military hospitals. Five military hospitals in Tehran were selected randomly, and 988 persons from all nursing managers, supervisors and administrators of medical sections in hospitals were enrolled with census. The tool of collecting data was an 8-part questionnaire included personal specifications, moral sense and organizational commitment. All data were analyzed by using analytic and descriptive statistics tests (average, standard deviation and Chi-square test, Pearson correlation coefficient and simple linear regression). The results of the study indicated that 82.7% of nursing managers had high moral sense, and 96.2% had middle organizational commitment. The correlation test showed a significant relation between moral sense (spiritual experiences and forgiveness) and organizational commitment.

Karimi Movanaghi et al. (1390) did a study with the purpose of considering the relationship between moral sense and clinical competence of nurses. This descriptive-correlational study was conducted on 212 nurses of training hospitals in Mashhad through multistage sampling. The tool of data collection in this research included the questionnaires of demographic information, moral sense and clinical competence. Data were analyzed by using ANOVA, Kruskal-Wallis test, t-test, correlation and simple linear regression and covariance analysis tests. The results indicated that 53.3% of nurses got mark higher than the average score in spiritual intelligence, and 46.7% got less. The range of clinical competence in most nurses was 53.8% in the good area according to the assessment itself, 48.2% were in the mid-range based on the assessment of matrons, and overall 53.3% of the nurse's and matron's idea were in the mid-range. Pearson correlation test indicated that there is a significant and positive correlation between the moral sense of nurses and their clinical competence (Karimi Movanaghi et al., 1390).

Based on the research of Jabbarzadeh and Bayazidi done among listed companies of Tehran Stock Exchange it was reported that the relationship among moral structures of responsibility, organizational commitment and conservatism is positive and significant (Jabbarzadeh and Bayazidi, 2010).

Ebrahimi Nezhad and Akbari (1388) in their research with the title of social accountability and its role in management and the government's programs concluded that the role of social responsibility in organizations leads to the growth and development of better services to clients, the encouragement of staff to cooperate more and better in the organization and the development of the satisfaction level in the organization community, and as the result, helps the survival and growth of the organization (Ebrahimi Nezhad and Akbari, 2009).

RESEARCH METHODOLOGY

The present study is an applied type in terms of results, cross-sectional type in terms of research, quantitative type in terms of its performance process, descriptive type in terms of purpose, surveying type in terms of study and posteriori in terms of the logic of its performance. Staff (central organization, deputies and universities) of the University of Medical Sciences and Health Services in Kerman organized the research community in 1394. In this research documentary or library technique has been used for the theories, and it was tried to use last resources, libraries, different articles, web sites and theses related to the subject of the research as much as possible in order to access to the background of the research

and the development of literature. Then the contents were taken notes, and the obtained notes were used with the full coordination of goals and the subject of the research, and in order for the hypothesis test of the research an important part of information was used through the questionnaire which is the main tool used in this procedure. The staff were entered the study with the sampling method because of their large number. Since the researcher generalizes the results obtained from studying the sample to the community under study, so the statistical sample of this research is some staff in the Kerman University of Medical Science. Stratified and random sampling methods were used to determine the number of samples in each unit. Cochran formula was used in order to determine the sample's volume namely the testable ones and sharing was used for sampling. The sample's volume was calculated 285 persons in this formula in the confidence level of 95% and by calculating the limited population ($d = 0.05$, $q = 0.5$, $p = 0.5$, $N = 1095$). Stratified and random sampling methods were used to determine the number of samples in each unit.

$$n = \frac{\frac{z^2 pq}{d^2}}{1 + \frac{1}{N} \left(\frac{z^2 pq}{d^2} - 1 \right)}$$

DATA ANALYSIS

This study is a descriptive-cross sectional type, and was done in general units of Kerman University of Medical Sciences in 1394. The tool used in this research was questionnaire. Questionnaires which their correctness has been approved by professors, and their stability was confirmed through Cronbach's alpha coefficient were used in order to collect data. The researcher referred to the relevant staff along with the questionnaire in the morning, and presented necessary explanations about the project and its purposes to the staff with the distribution of the questionnaire. After completing questionnaires by staff, they were collected, and after registering them in the SPSS software, the questionnaires were analyzed. Finally, the results were presented in the form of tables and charts.

The first theory: there is a relationship between the adornment of workplace and the staff's physical symptoms of mental health in Kerman University of Medical Sciences.

H0: there isn't any relation between the adornment of workplace and physical symptoms of mental health.

H1: there is a relation between the adornment of workplace and physical symptoms of mental health.

Table 1
Studying the relation between the adornment of workplace and physical symptoms of mental health

Relation type	relation	physical symptoms of mental health		variable
		p-value	SpermanR	
reversed	No	0.241	-0.073	the adornment of workplace

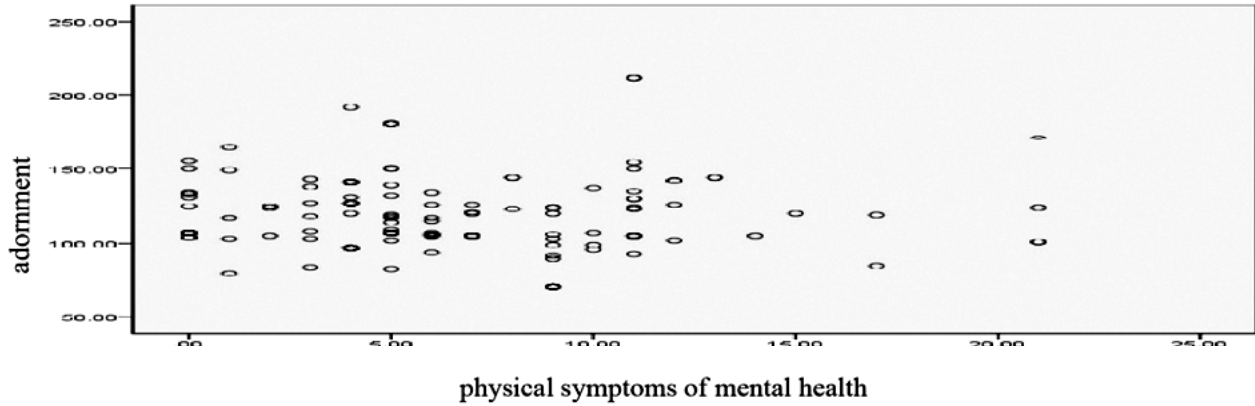


Figure 1: The transmittal between the adornment of workplace and physical symptoms of mental health

According to the findings of Table 1 ($p\text{-value} > 0.05$) H_0 theory is accepted, and there isn't a significant relation between the adornment of workplace and physical symptoms of mental health. In addition, this relationship is reversed because the correlation coefficient shows a negative number.

The second theory: there is a relation between the adornment of workplace and the staff's symptoms of anxiety and sleep disorder in Kerman University of Medical Sciences.

H_0 : there isn't any relation between the adornment of workplace and symptoms of anxiety and sleep disorder.

H_1 : there is a relation between the adornment of workplace and symptoms of anxiety and sleep disorder.

Table 2: Studying the relation between the adornment of workplace and symptoms of anxiety and sleep disorder

Relation type	relation	symptoms of anxiety and sleep disorder		variable
		p-value	SpermansR	
direct	No	0.224	0.076	the adornment of workplace

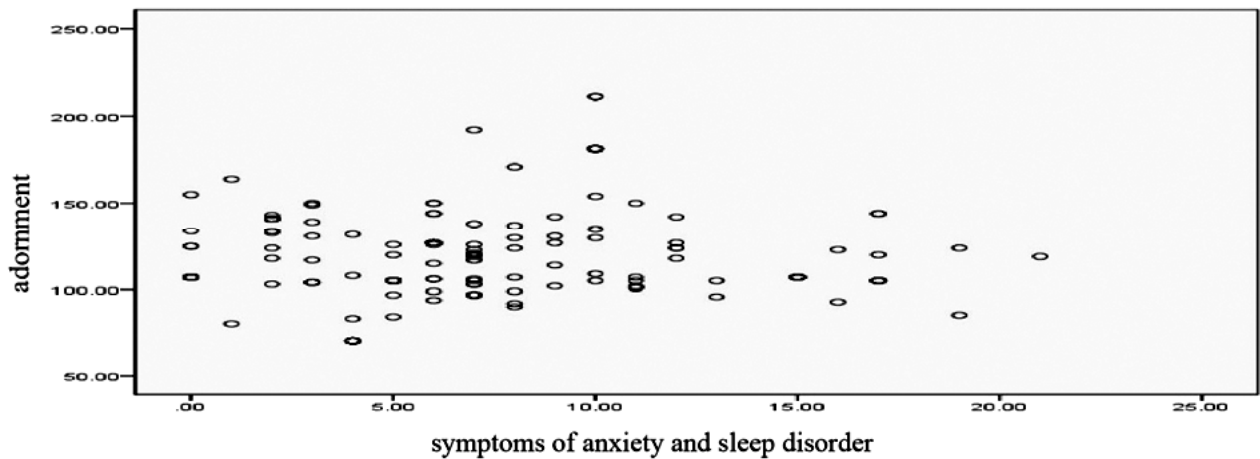


Figure 2: The transmittal between the adornment of workplace and symptoms of anxiety and sleep disorder

According to the findings of Table 2 (p -value < 0.05) H_0 theory is accepted, and there isn't a significant relation between the adornment of workplace and symptoms of anxiety and sleep disorder. In addition, this relationship is direct because the correlation coefficient shows a positive number.

The third theory: there is a relation between the adornment of workplace and staff's symptoms of depression in Kerman University of Medical Sciences.

H_0 : there isn't any relation between the adornment of workplace and symptoms of depression.

H_1 : there is a relation between the adornment of workplace and symptoms of depression.

Table 3
Studying the relation between the adornment of workplace and symptoms of depression

Relation type	relation	symptoms of depression		variable
		p-value	Sperman'sR	
reversed	No	0.250	-0.072	the adornment of workplace

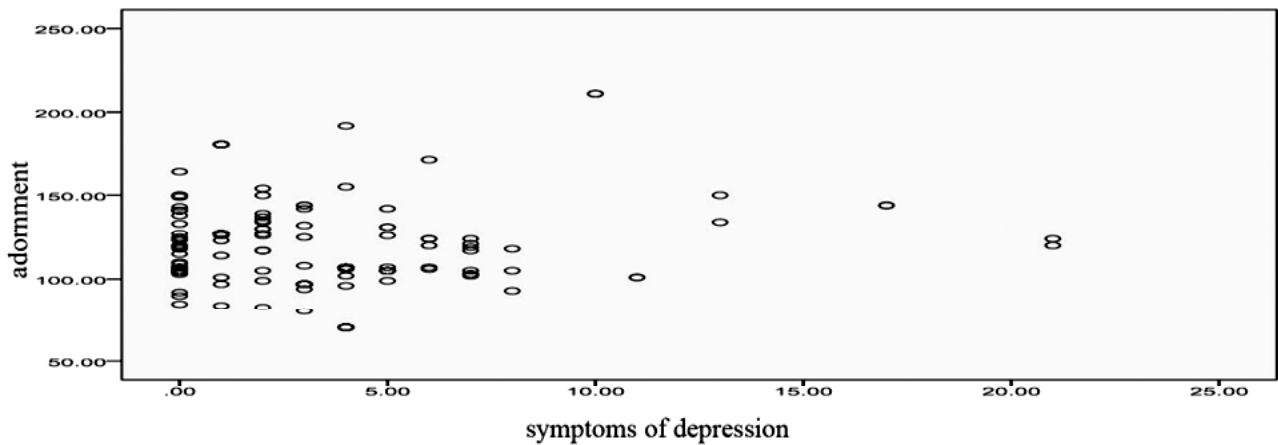


Figure 3: The transmittal between the adornment of workplace and symptoms of depression

The fourth theory: there is a relation between staff's social responsibility and mental health in Kerman University of Medical Sciences.

H_0 : there isn't any relation between social responsibility and mental health.

H_1 : there is a relation between social responsibility and mental health.

Table 4
The relationship between staff's social responsibility and mental health

Relation type	relation	mental health		variable
		p-value	Sperman'sR	
reversed	Yes	0.016	-0.149	social responsibility

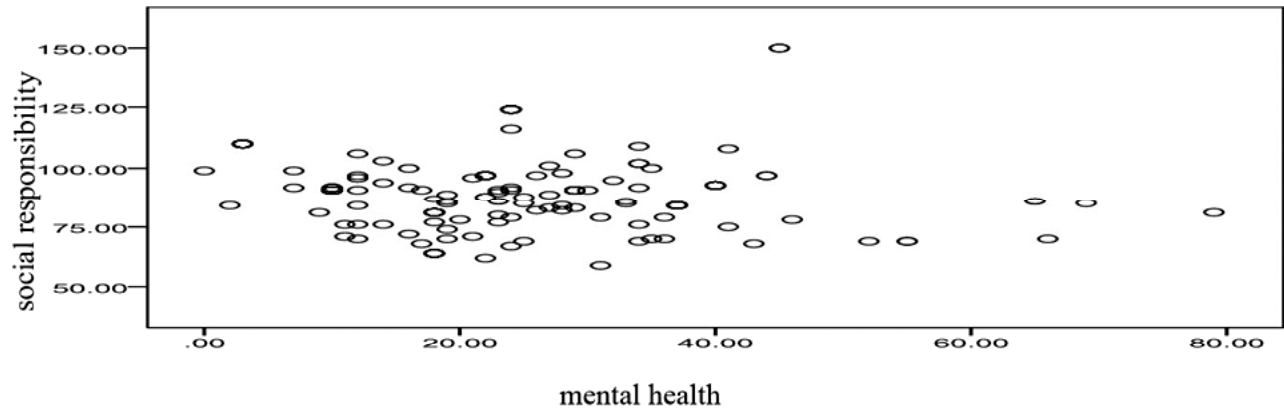


Figure 4: The transmittal between staff's social responsibility and mental health

According to the findings of Table 4 (p -value < 0.05) H_0 is rejected, and H_1 is accepted, and there is a significant relation between social responsibility and mental health. In addition, this relationship is reversed because the correlation coefficient shows a negative number.

CONCLUSION

Many wastes of time and hidden organizational costs in administrative system have been due to inattention to the principles of the adornment system of workplace which has effect on the efficiency, effectiveness and productivity of organizations. By exact creating and founding these principles many cases such as waste, reworking, delays, dissatisfactions and other cases which are seen in workplaces can be prevented seriously. According to the findings obtained from this research there is a significant relation between the two variables of social responsibility and mental health. In addition, this relationship is reversed because the correlation coefficient shows a negative number. It can be concluded based on the results of the related tables and charts that there is a negative correlation between social responsibility and mental health of the University's staff which means there is a significant relation between social responsibility and mental health. In addition, this relationship is reversed because the correlation coefficient shows a negative number. It means if the social responsibility increases, the mental health decreases and vice versa.

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