

The Relationship between Locus of Control (Internal - External) and Self-Efficacy Beliefs of Yazd University of Medical Sciences

Mohammad Mehdi Ashagi, Malikeh Beheshtifar

Abstract— The aim of this study was to investigate the relationship between locus of control (internal - external) and the self-efficacy beliefs of Yazd University of medical science. The research population consisted of the Yazd Central University of Medical Sciences staff 534 people using Cochran formula the sample size was 220 people. Instrument was two questionnaires self-control and self-efficacy and the validity of the questionnaires was 0.82, 0.87, and reliability 0.8260 and 0.880 respectively obtained. To investigate the hypothesis Pearson, Spearman, log-linear regression tests used. The results showed that there is a direct and meaningful relationship between internal locus of control and self-efficacy beliefs. However, there was not a meaningful relationship between external locus of control and self-efficacy. To achieve the organization's employees with high self-efficacy, locus of control considered as a factor-affecting self-efficacy.

Index Terms— self-efficacy beliefs, locus of control (internal - external)

I. INTRODUCTION

In social cognitive theory, the human perception of their ability to achieve the goals has special importance (perceived self-efficacy) special attention has been paid (Parvin, translation Javadi and Kadivar, 125: 1995). Albert Bandura was one of the original founders of Social Cognitive Theory. According to social cognitive theory, cognitive, social and behavioral factors play an important role in learning. Individual factors (cognitive) Bandura emphasized in recent years and self-efficacy, the belief that a person based on its dominant position and bring beneficial results (Santrock, translation of Danesh Far et al., 2008: 261-260). Self-efficacy or self-effectiveness is the belief in the individual's ability to perform a job successfully (Kiniki & Kreitner, translation of Farhangi and Safarzadeh, 2005: 195).

Everyone loves expand self-efficacy beliefs in three dimensions, generality, and strength and level. This is the basis for challenging goals (Maghlsoudi, 2005, quoted by Azizi Abargouei, 2010: 21). The difficult problems the person prepared for the points. Generality means the individual confidence for special behaviors in different situations. This means that the self-efficacy generality is the power of the individual to the most appropriate response in all circumstances (Mohammad Khani, 2002, quoted by Azizi Abargouei, 2010: 22). Self-efficacy beliefs are much stronger, more durable, and they more related to their behavior (Hamid Pur, 1998, quoted by Azizi Abargouei, 2010: 22).

Mohammad Mehdi Ashagi, Department of Management, Rafsanjan Branch, Islamic Azad University, Rafsanjan, Iran

Malikeh Beheshtifar, Assistant professor, Department of Management, Rafsanjan Branch, Islamic Azad University, Rafsanjan, Iran

The most significant and important mechanism in human recognition function is self-efficacy (Bandura, 1993, quoted by Azizi Abargouei, 2010: 13). The self-efficacy beliefs is one of the most original and the most important factors in explaining human behavior (Bandura, 1997, quoted by Fouladchang, 2003). According to Bandura, a sense of self-efficiency is a major factor in determining the success or failure in a lifetime. The main and essential purpose in life, setting realistic performance criteria to maintain a good level of efficiency feel (Schultz & Schultz 2005, translation of Seyed Mohammadi, 2008: 469-464).

Studies have shown that self-efficacy beliefs effect on many aspects of personal functioning. Those with higher levels of self-efficacy consider a broader employment opportunities and have more career success, higher personal goals for themselves adopt, and better physical and mental health than those who have lower levels of self-efficacy (Schultz and Schultz, translation Seif and others, 2010: 388-387). People who have high levels of perceived self-efficacy are more likely to try, are more successful than those who perceived their personal performance show more perseverance lower and less afraid to experience it (Hergenhan and Olson 2005 Translation Seif al, 2004: 370).

Those who consider themselves more efficient, in addition to more success in terms of efficacy, feel more satisfied with their lives (Ahadi et al., 2009: 119).

Bandura's work has shown that people with high levels of self-efficacy expected to overcome the obstacles, in practice show perseverance, and have high confidence in their ability to be successful (Schultz and Schultz, translation Seif et al, 2010: 387).

On the other hand, people who are feeling low efficacy, they feel that are helpless and unable to control events in their lives. They believe that any effort that is futile. Feeling low efficiency can destroy motivation, wishes lower level in cognitive ability and physical health interfere with its adverse impact (Schultz and Schultz, 2005, the translation of Seyed Mohammadi, 2008: 460).

Efficacy expectations of employees in jobs and basic tasks guided through experience and through consultation and modeling, roles and tasks will improve. Self-management is the systematic training leads to increased self-efficacy expectations (Kiniki and Kritner, translation of Farhangi and Safarzadeh, 2005: 173).

Thus, according to the self-efficacy has great importance to the organization. In a sense, also, due to the problems mentioned in the organization, it is essential for manager's variables that cause a positive opinion on the staff to be self-examine. According to studies, the locus of self-control is a factor affects in the change of employee's self-efficacy.

Normally, the characteristics of Robbins are 1 locus of control 2. Risk taking 3. self-esteem 4. Machiavellianism 5.

power-oriented 6 Self-control (Ahmadi, 2007: 78). Locus of control theory belonged to Julian Rotter.

Control place theory belonged to Julian Router (1966). This theory assumes that people in term of faith to place of the controls divided into two categories; (a) Person who generally attributes their successes and failures to themselves (e.g. ability or personal efforts) compared people called internal locus of control. (b) Person who generally attribute their successes and failures to external factors (e.g., level of task difficulty or lucky) are those called external locus of control (Seif, 2009: 240).

In other words, some know themselves sovereign, and some see the mercy of fate. First group is Introvert and second group are extroverts (Tadbiri and Givarian, 2005: 51). Behavior due to internal ones are under personal control, such as delays in the workplace because soiree employees (Tadbiri and Givarian, 2005: 56).

Research conducted on the core concept of control is a core internal control as people competent, qualified, skilled social progressed better and have better mental and physical health have drawn (Richman, 1997: 137).

The sickness and absence in extroverts is less. However, introverts when work has a more responsible and doing it better. This category of people are successful in jobs that require more initiative and independence and extroverts doing things better that are repetitive and regular the success of it depends on respect consultation and compromise by the environment (Tadbiri and Givarian, 2005: 51).

People with external locus of control tend to the result of environmental factors such as luck or fate likely results considered (Kiniki and Kritner, translation of Farhangi and Safarzadeh, 2005: 186). More are extrovert and social and managerial occupations may tend more. Internal ones expected to be more introverted, less likely to have personal relationships with others, are likely to be more accommodating in working practices (Schermerhon, translation of Nejad Parizi, 2002: 271).

Employees with internal control believe that the results of their work through capabilities, skills or efforts obtained (Boromand, 2006: 124).

An individual should not expect the external locus of control, poor performance evaluation to the neck prejudice boss, colleagues and other events beyond their control (Robbins, translator Omidvaran et al, 2008: 68).

Managers with internal control their work is much better, pay more attention to subordinates tend not to demolish their work always consider the system model. Managers with internal control, managers with foreign control work better. I cannot quite accept such entity. Other studies had the opposite result. For example, the study implies that managers are the ideal environment for managers who might be foreign control of internal control were managers with the initiative were receiving more attention (Bromand 2006: 124).

According to Korman (1970) employees with higher self-esteem are more likely to have positive attitudes to their work environment and better performance than their peers with lower levels of self-esteem (Ukar& Otken, 2010: 90), and also has a higher organizational commitment (Fan, 2008: 6). One of the major consequences due to the detection of internal and external locus finds relationship with self-esteem. In other words, if one's success is attributed to internal factors, in her pride, self-esteem and courage arise and on the contrary, justified given success to external factors lead to low

self-esteem, a result of the Group's tired; do not work with motivation and perseverance show fewer things. In other words, the conditions for success in people with significantly reduced (Kadiver, 2011: 210).

Moon et al (2009: 106) found that employees who have internal locus of control, and the perception of greater efficacy. It is noteworthy that the issue of change of control, and administrators can create a reward system for people who stand outside the control of the position of the internal control (Moshabaki, 2006 127). According to the behavioral characteristics of people who have an inner locus, we expect this kind of people than those with external locus of control, self-efficacy, or are more effective.

II. THEORETICAL FRAMEWORK

In this study, self-efficacy beliefs variable as a criterion variable and variable locus of control (internal - external) intended as pre variable. Locus of control is a concept that expresses an expectation or belief extended beyond the factors in the reward or punishment (Parvin, translation Javadi and Kadiver, 1995: 319). Locus of control has two dimensions: internal locus of control, the ratio is the result of individual actions. External locus of control means the ratio of results to circumstances beyond the person's control (Kiniki and Kritner, translation of Farhangi and Safarzadeh, 2005: 201).

On the other hand, self-efficacy in social cognitive theory, the ability to adapt to a particular situation called individual perceived (Parvin, translation Javadi and Kadiver, 1995: 310).

According to Bandura (1997), self-efficacy beliefs have three dimensions, and in terms of universality, magnitude and robustness differ that these aspects have an important role in measuring self-efficacy (Azizi Abargouei, 2010: 21).

Magnitude: The first dimension of self-efficacy beliefs is magnitude. The effectiveness of an individual may work in a territory as easy, medium or hard magnitude. If there are no obstacles, it was easy, anyone could do about it is the sense of high self-efficacy (Bandura, 1977). In fact, the difficult problems that a person prepared to deal with them notes. For example, it may be a man or woman talking in a small group to be sure, but during a speech at a forum does not have such confidence (Mohammad Khani, 2002, quoted by Azizi Abargouei, 2010: 22-21).

People who have high levels of perceived self-efficacy are more likely to try, are more successful than those who perceived their personal performance show more perseverance lower and less afraid to experience it (Hergenhan and Olson 2005 Translation Seif al, 2004: 370).

Generality: Generality means that the self-efficacy generality is the power of the individual to the most appropriate response in all circumstances (Mohammad Khani, 2002, quoted by Azizi Abargouei, 2010: 22).

Strength: Poor self-efficacy beliefs in unsuccessful experiences easily discredited. However, those who have a strong belief in their capabilities, maintain barriers against it. Self-efficacy beliefs are much stronger, more durable, and they more related to their behavior (Hamidi Pur, 1998, quoted by Azizi Abargouei, 2010: 22). Powerful self-efficacy in belief to think a person can afford a handle difficult behavior. Self-efficacy strength is the difference between the thought

that "maybe I can do this" and the idea that "I'm sure I can do this" (Mohammad Khani, 2002, quoted by Azizi Abargouei, 2010: 23).

III. METHODOLOGY

the present research in term of aim is applied research and in term of method is descriptive and correlational research. The study population included all headquarters staff in medical university population that make up the total number of employees 534 people. The research population consisted of the Yazd Central University of Medical Sciences staff 534 people using Cochran formula the sample size was 220 people. In this study the model of Julian Rotter's locus of control, includes dual internal and external dimensions can be made using a questionnaire, which contains 10 questions measured. The subjects of the Likert scale questionnaire answer to this situation determine the locus of control and self-efficacy beliefs according to Albert Bandura's model, the components of the three levels, is a common and powerful to use the questionnaire, which contains 15 questions measured. The subjects of the Likert scale questionnaire answer to this state of self-efficacy measured.

To determine the validity of self-efficacy and self-efficacy locus of control questionnaire, two questionnaires presented to 5 persons specializing in the subject to the appropriate questionnaires with their opinion. After calculations, the validity of self-efficacy 0.87 and locus of control questionnaire was 82.0. The Cronbach's alpha used to determine the reliability of the test. Therefore, using data obtained from the questionnaire and SPSS software version 19 reliability using Cronbach alpha was calculated. The reliability output of self-efficacy questionnaires was 0.880

and output of locus of control questionnaire 0.826. Since Cronbach's alpha for each scale is larger than 0.7, it turns out to have acceptable reliability indexes.

IV. FINDINGS

In this study, five variables as demographic characteristics examined. Those 220 samples, the following results obtained. The first feature is the gender of the respondents. This study shows that, 94 patients (42.7%) were male and 126 (57.3 percent) are women. By examining the characteristics of the employee's marital status, 34 (15.5%) of singles and 186 (84.5 percent) are married. Study educational level shows, of the total number of samples, 31 (14.1%) of school education, 21 patients (5.9%) Diploma, 116 (52.7 percent) license, 42 (19.1%) MA and 10 patients (5.4%) had a doctoral degree. Study shows age, 57 (25.9 percent) age 30 years or less, 97 (44.1 percent), 40-31 years, and 66 (0.30 percent) were aged 41 years and older. And review the last show, 92 (41.8 percent) reported having served less than 10 years, 79 patients (35.9 percent), 20-10 years and 49 (22.3 percent) had 20 years work experience and more.

At first, before examining the research hypotheses have variable normality by Kolmogorov - Smirnov one sample checked. The results of the Kolmogorov-Smirnov an example, assuming normal for variables exist ($p > 0.05$). The normal assumption confirmed by 0.95 percent confidence. The first hypothesis examined the relationship between internal locus of control and self-efficacy beliefs staff at the medical university. To investigate the relationship Pearson's correlation coefficient and Spearman (normal qualitative variable) used. The results of this test are in the table below.

Table 4-13. Pearson and Spearman correlation between staff's internal locus of control and self-efficacy beliefs

| Correlation statistics | Correlation coefficient | Significant | Number | Relationship | Type of Relationship |
|------------------------|-------------------------|-------------|--------|--------------|----------------------|
| Pearson | 0/470 | **0/001< | 220 | Yes | Direct |
| Spearman | 0/493 | **0/001< | 220 | Yes | Direct |

* At the level of significant 0.05, ** at the level of significant 0.01

Based on the results of correlation, Pearson's correlation coefficient is equal to 0.470 and the Spearman correlation coefficient is 0.493. That shows the relationship between internal locus of control and self-efficacy were significantly ($p < 0.05$). Since, calculated correlation coefficients are positive and indicate a direct relationship between these two

variables. Namely by increasing internal locus of control, self-efficacy beliefs of employees increased.

The second study examined the relationship between external locus of control and self-efficacy beliefs staff at the medical university. To investigate the relationship that the Pearson's correlation coefficient and Spearman (variable bit normal). The results of this test are in the table below.

Table 4-14. Pearson and Spearman correlation between staff's external locus of control and self-efficacy beliefs

| Correlation statistics | Correlation coefficient | Significant | Number | Relationship | Type of Relationship |
|------------------------|-------------------------|-------------|--------|--------------|----------------------|
| Pearson | -0/037 | 0/583 | 220 | No | - |
| Spearman | 0/029 | 0/665 | 220 | No | - |

* At the level of significant 0.05, ** at the level of significant 0.01

Based on the results of correlation, Pearson's correlation coefficient is equal to -0.037 and the Spearman correlation coefficient is 0.029. That shows the relationship between external locus of control and self-efficacy were significantly ($p < 0.05$).

The third theory reviews the relationship between of self-efficacy and internal locus of control in presence of moderating variables. To investigate the relationship between two variables presence of moderating variables linear-log used. Results indicated, all moderating variables influence the relationship between internal locus of control and

self-efficacy beliefs. The results of the correlation between locus of control and self-efficacy in the presence of moderating variables shows that the correlation between two variables internal locus of control and self-efficacy beliefs in gender, female, age 30 years or less, graduate level education and 20 years of service 10 years is more. The fourth hypothesis review relationship between external locus of control with self-efficacy in the presence of moderating variable. To investigate the relationship between two variables presence of log-linear moderating variables used. Results showed that only moderating variable level of education influence on the relationship between external locus of control and self-efficacy beliefs. The results of the correlation between external locus of control and self-efficacy with variable adjustment of the level of education shows that the correlation between two variables external locus of control and self-efficacy is a graduate level education. Other moderating variables review the relationship between external locus of control and self-efficacy or effectiveness. Based on regression analysis simultaneously controlled source of self-efficacy, the internal source of self-efficacy predicts positive and increasing effect. In addition, the external source is not significant. That cannot predict self-efficacy.

V. DISCUSSION

People with high self-efficacy beliefs, had higher physical and mental health, in doing things, motivation, effort and work hard, and the result of their performance is better.

Having regard to the self-efficacy beliefs of employees is important for organizations. Based on literature locus of control are including factors affecting locus of control. Therefore, according to locus of control can also help organizations to increase efficiency. They attribute their behavior to external or internal factors. Individuals with internal locus of control than those with external locus of control are more confident and they operate in the sophisticated way, are healthier physically and mentally, are highly motivated and better staff more involved in their jobs, thus better performance and greater efforts.

Results showed there is a significant relationship between locus of control and self-efficacy. According Asgharnejad et al. (2004) Abdullah Ansari and Fathi Azar (2005), shows that students with high internal locus of control has high self-efficacy (Hormozi, 2007: 9-8). With 99% certainty can concluded there is a negative significant correlation between two self-efficacy and locus of control variables.

By changing the status of the external source to the internal locus of control, and increase one's self-concept in a positive direction, and assignments valuation, and increased use of cognitive strategies, student self-efficacy reinforced (Hormozi, 2007: 20).

With 99% certainty can concluded there is a negative significant correlation between two self-efficacy and locus of control variables. In other words, increase the level of self-efficacy, locus of control tends to be internal (Mir Arzgar, 2014: 22). Bigdeli and Ali Madadi (2013: 61) in their research, reviews of efficacy and attribution styles in students, as a hypothesis, there is a positive correlation between self-efficacy and attribution styles, suggest that the correlation method Pearson hypothesis confirmed. Based on the results

we find that positive events, internal documents styles relation, stable and general has a positive relation with self-efficacy. Moon et al (2009: 106) also found that employees who have internal locus of control have more self-efficacy perception. It is noteworthy that the position change of control and managers can create a reward system for people who are outside the control position to the position of the internal control (Moshabaki, 2006: 127). Therefore, organizations can try to internalize locus of control of staff, to increase staff self-efficacy beliefs.

Feeling low efficiency can destroy motivation, decrease wishes level, and cognitive abilities and physical health interfere with its adverse impact (Schultz and Schultz, 2005, the translation of Seyed Mohammadi, 2008: 460).

Bandura (2010) states that self-efficacy is a powerful influence on behavior (Santrak, 2011: 236). For example, a student who has low self-efficacy, perhaps even to study does not attempt a try, because it does not believe that it is useful (Biabangrd, 2007).

People who consider themselves on the high level of effectiveness, failures ascribed to insufficient effort and, on the contrary, those who doubt their ability, their efforts to reduce the speed solutions lower levels to choose (Bandura, 1986.1991, according to Dalir Abdi Nia, 1998). People who are external locus of control believe that any effort is futile and the outside environment as a factor to consider successes and failures. According to the locus of control, so organizations through staff can enhance the efficacy of their employees.

The results of the study, Abdullahi Adli Ansari and Fathi Azar (2005: 137), showed that there is no significant difference between boys and girls in their beliefs in self-efficacy and locus of control. The relationship between self-efficacy and locus of control and health affected by other variables, the variables include the subject's age, social class and economic class a person belongs (Mir Arzgar, 2014: 22). Studies in children and adults show that men, on average, women are feeling higher efficiency. Such gender differences between 20 and 30 years old gain peaks and drops in later years. Feel the efficiency of both genders during childhood and adolescence increases, peaks in middle age, and after 60 years declined (Schultz and Schultz, 2005, the translation of Seyed Mohammadi, 2008: 471 -470).

There is no significant difference between two groups of girls and boys in terms of self-efficacy and mental health, (Najafi, 2003). Women in the first year of university, in relation to their perceived ability to do good in math, less personal performance of men (Schultz and Schultz, the translation of Seyed Mohammadi, 1998: 479). In one study, about materials related to academic achievement, men, women showed internal locus of control. Furthermore, it seems when people are older; they are more internal orientation that peaks in middle age (Schultz and Schultz, the translation of Seyed Mohammadi, 1998: 504). To assess differences in age and gender in control of 1,200 men and women aged 17 to 56 years old Brazilian three-factor questionnaire, "Levenson 'was given. The impact of gender on external control shown. Men were more likely than women to have it. Age is also a significant increase over the control source. In general it can be said that with increasing age, increasing internal control (Keikhaee).

VI. RESEARCH SUGGESTIONS

1. It is recommended to obtain employees with high self-efficacy beliefs, to locus of controls a factor influencing people to consider self-efficacy beliefs staff and by trying to recruit employees with internal locus of control or attempt to locus of control of internal staff (through the study mentioned above), an organization of employees have high self-efficacy.
2. The locus of control of internal and external employees with certain tasks in the study mentioned above will transferred to organization that is more efficient.
3. It is recommended that the control of people, useful strategies and actions by senior managers and human resource managers to design and implement. In addition, as mentioned earlier attempt to meet with employees of the organization with internal locus of control is required.
4. Employees with internal and external locus of control do certain tasks in the study mentioned above transferred to organization that is more efficient.

REFERENCES

- [1] Abdullahi Adli Ansar, and., Fathiazar, a., "Examined the relationship between self-efficacy beliefs and academic achievement Control Center", Journal of Psychology, 2005, 11. 17)
- [2] Ahadi, b., Narimani, M., Abolghasemi., P., Asiaee, AD., "Examined the relationship between emotional intelligence, self-efficacy and life satisfaction in women working style and Archives", University of Psychology and Education Studies, 10, (1), 2009, 127-117
- [3] Ahmadi, M., "Management of Organizational Behavior", Tehran, mountain, printing 2007.
- [4] Bandura, A., "Self-efficacy: Toward a unifying theory of behavioral change", Psychological Review, 84, 1977,191-215
- [5] Azizi Abargouei, M., "The relationship between self-efficacy and quality of learning experiences and academic burnout in Tehran Allameh Tabatabai graduate students", senior experts thesis, Faculty of Education and Psychology, Allameh Tabatabai University in Tehran
- [6] Biabangard, O., 2007, Educational Psychology, Tehran, publication editing, 2010.
- [7] Bigdeli, c., Ali Madadi, S., "To investigate the relationship between self-efficacy and attribution styles in students", the Journal of Educational Title, number twenty-ninth, 2013.
- [8] Boroumand, G., "Management of Organizational Behavior", Tehran, PNU, the twelfth edition, 2006.
- [9] Dalir Abdi Nia -M., "Examined the relationship between self-efficacy, goal orientation, self-regulated learning and academic achievement grade students in Tehran", master's thesis, Tehran University, 1998.
- [10] Fan, T.L., "The Mediating Role of Organizational-Based Self-Esteem in Training-Commitment Relationship", Hong Kong Baptist University, April, 2008, PP: 5-24.
- [11] Fouladchang, M., "Self-study students in the province and provide the appropriate solution", master's thesis, University of Allameh Tabatabai, 2003.
- [12] Hergnhan, B., and Olson, MA, "Introduction to the theory of learning", translation Seif, Tehran, publishing era, Seventh Edition, 2004.
- [13] Hormozi, M., "Role and characteristics of individual students' progress PNU", the Journal of Educational Psychology (Psychology and Education), Volume 2, Issue 8, 2007.
- [14] Kadivar, C., 2011, Educational Psychology, Tehran, side, Thirteenth Edition
- [15] Keikhaee, A., "Evaluation and control of its results on individual behavior", model Journal, Issue 11 (38), 17-16
- [16] Kiniki, a. Kritner, R., "Management, organizational behavior", translation of Farhagi and Safar Zadeh, Tehran, dynamic message, First Edition, 2005.
- [17] Mir Arzgar, M., "The relationship between self-efficacy and locus of control with public health students", Journal of Management Engineering, year VII, Issue 57, 2014.
- [18] Moshabaki, a., "Management of Organizational Behavior", Tehran, publishing cashmere, Third Edition, 2006.
- [19] Moon, S., Boudreaux, E., Grothe, KB., Bodenlos, JS., Wallston, K. & Brantley, PJ., "The interaction of locus of control, self-efficacy, and outcome expectancy in relation to HbA1c in medically underserved individuals with type 2 diabetes", J Behav Med, Vol. 32 P. 106
- [20] Parvin, L.a., 1995, personality psychology, translation Javadi and Kadiver, Tehran, growth, First Edition, Volume II, 2009.
- [21] Rychman, M., "Theories of personality", Brooks/cole publishing company, 1997.
- [22] Robbins, AP, Principles of Organizational Behavior, translation Omidaran, Akhavan and Reesi Far, Tehran, kind of book publishing, Second Edition, 2008.
- [23] Santrak, Jul., "Psychology, education", knowledge translation of Danesh Far, Saeedi and Araghchi, Tehran, expressive, printing 2008.
- [24] Santrock, J.W., "Educational psychology", (5th ed.), New york: Mc Graw Hill, 2011.
- [25] Schultz, D., Schultz, S., "Theories of personality", translated Seyed Mohammadi, Tehran, Institute of Air publishing, printing, 1998.
- [26] Schultz, D.p., and Schultz, S., "The history of modern psychology, translation of Seif Pasha Sharifi", Ali Abadi and Najafi Zand, Tehran, publishing era, the ninth edition, 2010.
- [27] Shermerhon IR, "Management and organizational behavior", translation of Iran Nejad Parizi, Tehran, managers, printing 2002.
- [28] Seif A., "A new breed of Psychology", Tehran, publishing era, Fifth Edition, 2009.
- [29] Tadbiri, Q. Giarian, H., "Management of Organizational Behavior", Tehran, unit, First Edition, Volume One, 2005.
- [30] Ukar, D. & Otken, A.B., "Perceived Organizational Support and Organizational Commitment", The Mediating Role of Organization Based, 2010