The relationship between mental health crisis management and employees grain and Business Services tri-state area (Fars and Kohgiluyeh & Boyrahmad)

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ABSTRACT

Crisis management is the application of systematic observation crises and analyzed by seeking the means by which they can be prevented or in the event of crises concerning mitigation, preparedness and rapid recovery Vamdadrsany be taken. This study aimed to investigate the relationship between mental health crisis management and employees was conducted cereal and Business Services tri-state area. This study is based on applied research, the nature and methods, correlation, time-sectional. Given that the study population size is 338 persons Morgan table was used to determine the sample size The sample size of 180 patients were selected through convenience sampling was used in this study. The instrument used in this study was a questionnaire in a pilot study has proven the reliability and validity of the questionnaire. To analyze the data, descriptive and inferential statistics (Pearson and regression) were used. Data processing was performed using SPSS software. The results showed that among all aspects of crisis management and mental health grain company and commercial services there is a significant relationship between the three countries. One could say that the aspects of crisis management in corn company and commercial services of the three countries will further develop employees' mental health will be better. country, and then to the learning variable-beta (304 /.), variable-beta to inhibit destruction (286 /.), variable-beta recognition and tracking marks (113 /.) and identifying / preventing beta crisis (055 /.). Strong

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INTRODUCTION

Success of the organization in achieving its goals, involves coordinating activities. Today the world is a world of ongoing developments and changes that have a profound impact on organizations. Along with advances in science and dynamic management, organizations must be informed of developments and innovations useful to the force. Important events in recent decades in terms of political, economic, social, geographical, and humans have shown that human societies undergo constant natural disasters that cause people with destructive tendencies of the various crises, respectively. Not a day that news of large and small crises occurring around the world. artbatjmy be reflected in the suites.

The most common and devastating psychological pressures effective force in today's society. The industrialized world and its increasing development, although in some respects the collective welfare of people, but once thought them has increased. People worry than work, social and economic problems and expectations of employees, advances in technology, forms of management and employees expect, all cause a person to get up in the morning until evening always rest with the pressures, emotions, worries, fears and various hope is that sometimes physical capacity, psychological and nervous fits and sometimes it is not compatible.

Occupational accidents, emergencies and natural disasters, social and political events and economic events in all countries of the world with human injuries and property loss is large but underdeveloped or developing countries like our country it is important from different aspects. Why the crisis occurred and to better manage it, before or during the show and after the crisis on what should be done, one of the best and most efficient frameworks for crisis planning and emergency operations plans. However, unfortunately, even the best frameworks and most preparations can not prevent the crisis. Moreover, even in the event of crises which we are sure is true, but with an understanding of "basic principles" crisis management can reduce the bad effects. While crises can not even predict, prevent them, if that is possible, to understand, much better than we can even inhibit them (Widad, 1388).

Managers and directors of organizations and institutions still "modern management skills and attitudes" that are necessary for the elimination of the crisis, they do not understand. These new skills are not difficult and can be easily and directly taught them to people. These are also the skills that are necessary to succeed in the modern global economy.

Trazadarh crisis management crisis alone because of new management skills and new organizations that they will need in the twenty-first century. The hands are used during and after major crises, Shows why the crisis management task effectively, only respond and react to a major crisis, not after the fact. (Chuck Gatz, 1383).

Many of the issues and crisis led to serious material damage. The non-material damage as a great deal depends on the organization during the crisis. The non-material damage, psychological damage, especially in crisis is of much higher importance. Accurate and appropriate communication, reduce potential damage and ensure staff keeps people in particular. Improper communication during a crisis could create doubts in different parts of the organization. The

picture that has emerged with the efforts and hard work over the years, can generally go away within a few hours (Valadbeigi, Pourheydar, 1389).

Research has shown that social support, even in the unfortunate experience of new, stress, less vulnerability, so deal with the crisis and also facilitates coping with change. Since we know that natural disasters have severe mental consequences thus providing psychological assistance to staff a very high priority in time of disasters (Valadbeigi, Pourheydar, 1389).

Despite much research done in the field of crisis management, crisis management experts have debated the effect on physical and mental health staff are not paid. Given that grain companies and Business Services is a service organization services to many different walks of life and offers mental health of employees in the organization is of utmost importance Therefore, in this study researchers due to the importance of the subject matter To examine the role of crisis management based on five factors Mytraf model and its impact on mental health and related services of grain companies in three countries So that it can provide a way to promote the physical and mental health staff.

2. Research Methodology

In fact, the research methods are the tools to achieve true. Therefore, existing realities and understand the relationships between them requires the selection of appropriate research methods. Researcher Once selected, arranged and organized the research we should be choosing appropriate research methods.

The purpose of this research is applied research. The present study is correlational in nature and methods in a class. The study was conducted because in a given time interval, the time period.

Specify the requirements and principles of any study population is considered. We have good range and space communities is statistically certain. Sometimes due to sheer size of the community, the society is not possible, however, to examine all elements of the community, provides accurate and complete information. The population of this research managers and experts of grain and commercial services in 1395 three countries that their number is 338.

Sample a small part of society that is supposed to be representative of the community. The important point in this definition, is being introduced. The results of a sample that is not representative of society, society can not be generalized. In the sample, or test Mvrdsnjsh is part of the community. If the sample is selected and represent the community with the right technique, the results of which can be completely extended community. However, this generalization must be careful, because in all sampling methods, errors are inevitable. When the study is theoretically the only error of measurement (ie anisotropy as a result of the tool is used), and there are individual differences respondents (Hafeznia, 1389).

Different statistical tests used to analyze the data. In order to provide a proper interpretation of the data by using descriptive analysis to determine the population of the study will be discussed. After a descriptive study research population using data obtained inferential statistical analysis is carried out to test the hypothesis. In this study, the Pearson correlation coefficient and regression spss software

to evaluate the relationship between independent variables and the dependent variable was used.

3. Findings
3.1 The main hypothesis:
Mental health crisis between management and staff of the three countries there is a grain and commercial services.

To study the relationship between mental health crisis management and employees grain and Business Services tri-state area on statistical hypothesis test is:

H0: between crisis management and mental health grain company and commercial services, there is no relationship between the three countries.

H1: between crisis management and mental health and related services of the three countries there is a grain company.

Table 1 correlation analysis between mental health crisis management

Mental health			Variable
Abundance	Pearson		Crisis Management
180	significant level	correlation coefficient is a	
	0.001	0.89**	

3-2-first hypothesis:
Or tracker to identify early signs of mental health crisis among companies of the three countries there is a grain and commercial services.

To study the relationship between identify or track early signs of mental health crisis and crop now under commercial services were tested three hypotheses:

H0: the identification or tracking early signs of mental health crisis now there is grain and Business Services tri-state area.

H1: the identification or tracking early signs of mental health crisis and now there is a grain and Business Services tri-state area.

The Pearson correlation coefficient table (2) shows that the coefficient of the correlation coefficient 155/0 005 /. Is significant, so it can be concluded that the identification or tracking early signs of mental health crisis and now there is a significant relationship between grain and Business Services tri-state area.

Table 2. The correlation between test results to identify or track early signs of mental health crisis

Mental health			Variable
Abundance	Pearson		Identification of early signs of crisis or tracker
180	significant level	correlation coefficient	
	0.005	0.01**	

3.3-second hypothesis:
The preparation / prevention in mental health crisis now there is a grain and Business Services tri-state area.

To study the relationship between fitness / mental health crisis prevention against the grain company and commercial services on three statistical hypothesis test is:

H0: the fitness / mental health crisis prevention against the grain company and commercial services, there is no relationship between the three countries.

H1: the fitness / mental health crisis prevention against the grain company and commercial services there tri-state area.

The Pearson correlation test (Table 3) shows that the coefficient of the correlation coefficient 691/0 003 /. Is significant, so it can be concluded that the fitness / mental health crisis prevention against the grain company and commercial services there is a significant relationship between the three countries.

Table 3 shows the correlation between the fitness / mental health prevention against crisis

Mental health			Variable
Abundance	Pearson		Preparation / prevention against crisis
180	significant level	correlation coefficient	
	0.003	0.691**	

**: Significant at 99% level * significant at 95%

3-4-third hypothesis:
Between destruction and inhibition of mental health and related services of grain companies there is a tri-state area.

To study the relationship between mental health inhibit destruction of grain companies and commercial services on three statistical hypothesis test is:

H0: the inhibition of destruction and mental health grain company and commercial services, there is no relationship between the three countries.

H1: between destruction and inhibition of mental health and related services of the three countries there is a grain company.

The Pearson correlation test (Table 4) shows that the coefficient of the correlation coefficient 744/0 008 /. Is significant, so the inhibition of destruction and mental health grain company and commercial services there is a significant relationship between the three countries.

Table 4 shows the correlation between inhibition of destruction and mental health

Mental health			Variable
Abundance	Pearson		Inhibition of destruction
180	significant level	correlation coefficient	
	0.008	0.744**	

**: Significant at 99% level * significant at 95%

3-5-fourth hypothesis:
The improvement of mental health and related services of grain companies there is a tri-state area.

To study the relationship between mental health conditions, grain companies and commercial services on three statistical hypothesis test is:

H0: the improvement of mental health and related services of the three countries there is corn company.

H1: the improvement of mental health and related services of the three countries there is a grain company.

The Pearson correlation coefficient table (5) shows that the coefficient of the correlation coefficient 804/0 001 /. Is significant; it can be stated that the improvement of mental health grain company and commercial services there is a significant relationship between the three countries.

Table 5 shows the correlation between the improvement of mental health

Mental health			Variable
Abundance	Pearson		Improve conditions
	significant level	correlation coefficient	
۱۸۰	۰/۰۰۱	۰/۸۰۴**	

**: Significant at 99% level * significant at 95%

3-6-fifth hypothesis:

Between learning and mental health staff three countries there is a grain and commercial services.

To study the relationship between learning and mental health grain company and commercial services on three statistical hypothesis test is:

H0: between learning and mental health grain company and commercial services, there is no relationship between the three countries.

H1: between learning and mental health and related services of the three countries there is a grain company.

The Pearson correlation coefficient table (6) shows that the coefficient of the correlation coefficient 799/0 002 /. Is significant, so between learning and mental health grain companies and three countries there is a significant commercial services.

Table 6: The correlation between learning and mental health

Mental health			Variable
Abundance	Pearson		
180	significant level	correlation coefficient	learning
	0.003	0.799**	

**: Significant at 99% level * significant at 95%

Research regression model to examine the relationship between mental health crisis management and public services and corn trade tri-state area:

Table 8 summarizes the model

Estimated standard error	Adjusted correlation coefficient square	The square of the correlation coefficient	The correlation coefficient
5.45172	0.853	0.857	0.926

According to Table (4-13) correlation coefficient, squared correlation coefficient or coefficient of determination so that the view of the correlation coefficient between the variables 926 /. is. The coefficient of determination indicates that 857 /. % Of mental health grain company and commercial services of the three countries covered by the dimensions of crisis management.

Table 9 summarizes the model

sig	f	Root Mean	Degrees of freedom	Sum of squares	
0.001	205.66	6112.484	5	30562.421	regression
		29.721	174	5112.057	The remaining
			179	35674.478	Total

According to the table (9) F Calculated (660/205) at 95 /. The percentage is significant; therefore, we can conclude that the mental health crisis management and now there is a grain and Business Services tri-state area. The significant level because the 05 /. Is.

Table 10 Regression coefficients

sig	t	Standardized coefficients	Not standardized coefficients		Variable
		BETA	The standard error	B	
0.004	1.308	**	2.91	0.892	Constant
0.001	3.861	0.113	0.21	0.809	Identification and tracking marks
0.048	1.121	0.055	0.144	0.161	Preparedness / crisis prevention
0.001	5.814	0.286	0.172	1.002	Inhibition of destruction
0.003	9.864	0.429	0.222	2.193	Improve conditions
0.001	7.015	0.304	0.211	1.477	learning

Also according to the table (10) is calculated based on the beta variables to regardless of the index, prioritizes, variable conditions beta (429 /.) Most important role in the mental health of employees in public services and corn Visiting the tri-state area, and then learning the variable-beta (304 /.), variable-beta to inhibit destruction (286 /.), variable-beta recognition and tracking marks (113 /.) and identifying / prevention crisis-beta (055 /.) as well.

4 - Conclusion

This study showed that in the relationship between mental health crisis management and employees grain and Business Services tri-state area, It was found that between all aspects of crisis management and mental health staff three countries there is a grain and commercial services. You could say that the aspects of crisis management in corn company and commercial services of the three countries will further develop employees' mental health will be better. As well as the analysis analyzing regression models to examine the relationship between mental health and crisis management company Tuesday Kshvrmshkhs grain and commercial services that improve the conditions of variable-beta (429 /.) Most of the mental health area three Kshvrdashth firm grain and Business Services , And then learning the variable-beta (304 /.), Variable-beta to inhibit destruction (286 /.), Variable-beta recognition and tracking marks (113 /.) And identifying / preventing crisis-beta (055 / .) Are.

6. research proposal

The research results about the relationship between mental health crisis management and employees grain and Business

Services Tri-State area, and the results of each of our Hypothesis several practical suggestions.

* Given that the Word of identifying early signs of mental health crisis services, commercial grain companies there tri-state area, it is proposed that:

Using a variety of organizations trying to develop diverse communications infrastructure including satellites, fiber optics, radio frequencies to increase staff awareness and their relation to one another as well as familiarity with new ways to promote occupational specialty through education act.

☐ holding open discussion sessions and hear comments and problems of staff

* Given that between preparedness and prevention in mental health crisis now there is a grain and Business Services tri-state area, it is proposed that:

☐ skills crisis prevention workshops in the organization by managers

☐ Periodic Review Mental health staff

* Given that the inhibition of destruction of mental health and related services of the three countries there is a grain company, it is suggested that:

☐ allocation of funds under the Prevention of inhibition of destruction now

* Considering that the improvement of mental health and related services of the three countries there is a grain company, it is suggested that:

☐ place and cost leisure, recreational centers to relax the attentive staff

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