

## عنوان مقاله:

Effect of Organizational Intelligence, Workplace-Life Skills, and Employee Empowerment Training on Promoting Organizational Productivity and Socialization among Employees with Job Stress

## محل انتشار:

مجله آرشیو علوم بهداشتی، دوره 9، شماره 1 (سال: 1398)

تعداد صفحات اصل مقاله: 11

## نویسندگان:

Amin Zamiri - *a Department of Health Psychology, Khorramshahr-Persian Gulf International Branch, Islamic Azad University, Khorramshahr, Iran*

Alireza Heidari - *Department of Psychology, Ahvaz Branch, Islamic Azad University, Ahvaz, Iran*

Parviz Asgari - *Department of Psychology, Ahvaz Branch, Islamic Azad University, Ahvaz, Iran*

Behnam Makvandi - *Department of Psychology, Ahvaz Branch, Islamic Azad University, Ahvaz, Iran*

## خلاصه مقاله:

**Background & Aims of the Study:** Job stress has negative effects on various organizational, motivational, and social factors. The present study aimed to investigate the effect of organizational intelligence, workplace-life skills, and employee empowerment training on promoting organizational productivity and socialization among the employees with job stress in Persian Gulf Star Oil Co., Bandar Abbas, Iran, during 2018-19. **Materials and Methods:** This study included 80 employees with job stress who were selected based on Morganchr('39)'s table using a simple random sampling. Subsequently, the participants were assigned into a control group ( $n=20$ ), experimental group 1 (organizational intelligence training,  $n=20$ ), experimental group 2 (workplace-life skills training,  $n=20$ ), and experimental group 3 (empowerment training,  $n=20$ ) by a simple random sampling. The data were collected through Hersey and Goldsmithchr('39)'s Productivity Questionnaire, Taorminachr('39)'s Organizational Socialization Questionnaire, and Ricechr('39)'s Job Stress Questionnaire. Moreover, the data were analyzed in SPSS software (version 25) through multivariate analysis of covariance, analysis of covariance, multivariate analysis of variance, and univariate analysis of variance. **Results:** The results indicated that organizational intelligence, workplace-life skills, and employee empowerment training increased organizational productivity and socialization in employees with job stress in experimental groups 1, 2, and 3, compared to the control group ( $P=0.001$ ). **Conclusion:** Organizational intelligence, workplace-life skills, and empowerment training were effective factors in enhancing organizational productivity and socialization among employees with job stress by the creation of internal motivation through preparing the environment, providing necessary context for transmitting a sense of greater self-efficacy and more ability, as well as enhancing employeeschr('39') perception of their abilities.

## کلمات کلیدی:

Organizational intelligence, Workplace-life Skills, Empowerment, Job stress

## لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/1157764>

