

The relationship of Personality characteristics and professional self-efficacy with motor-physical disabilities occupational decision making under coverage of welfare organization of Tehran

Abdollah Mohammadi Monjar¹

Dr. Mehdi Zare Bahram Abadi²

Abstract:

Nowadays numerous efforts are done to investigate psychological condition and personality characteristics of motor-physical disabilities. The purpose of this research is the study of relationship in personality characteristics and professional self-efficacy with motor-physical disabilities occupational decision making under coverage of welfare organization of Tehran.

This research regarding to fundamental purpose and data collection is a descriptive correlation. Statistical community is all of motor-physical disabilities who are under coverage by welfare organization of Tehran and almost 400 persons from them selected based on Cochran formula and available sampling method. Data collection tools were the questionnaires of Neo 5 factors personality, professional self-efficacy and occupational decision making. Data has been analyzed by the method of concurrent regression and by SPSS 16 soft ware. Research results shows that professional self-efficacy has a direct relationship with occupational decision making as well as the variables of Openness than experiment, Neuroticism, extroversion, Conscience and Agreeableness predicted occupational decision making. These findings show that with training and empowerment of Personality characteristics and professional self-efficacy of person with disabilities can help them in occupational decision making.

Keywords: Personality characteristics, professional self-efficacy, occupational decision making, motor-physical disabilities.

¹. MA in clinical psychology, the Department of clinical psychology, Science and Research Branch, Islamic Azad University, Tehran, Iran.

Email: mohammadimonjara60@yahoo.com

². Member of Science Committee in The Organization for Researching and Composing University textbooks in the humanities (SAMT) Tehran, Iran.* Corresponding Author.

Email: mz.bahramabadi@gmail.com

Introduction:

Proper occupational decision making is considered as an important issue for individuals. Individual with occupational decision making in addition to selecting an occupation select a special life style. While an individual select an occupation consciously or unconsciously, select items such as: rank, need to continuing education, type of free time, and persons who are working him or her. (Cross, 1997). In hope of Hackett and Betz (1995) exist a few decisions that impact on individual living than selection of occupation not only majority of people spend their time in workplaces because living style is affected by occupation selecting. In conclusion individual's future is affected by occupation selecting. Also occupational selecting determines that individual profit by which of him/her abilities and ignore from one of them (bandore, 1995).

Research about decision making methods has been done seldom but in a few research emphases on self-efficacy (Strite, 1998). In relation with self efficacy has been done a lot research including lent and Hocket about this matters said that occupational self-efficacy have been studied in relationship with variables such as academics and occupational selecting (Betz & Hocket, 1981), occupational identity (Robinz, 1985) occupational adjustment (Betz and Fitz Jerald, 1993) academic achievement and persistence (Lent, brown and larkin, 1986) and occupational decision making (Taylor and Popma, 1990).

It notes that self-efficacy is an important factor to do successful performance and essential skills to do it (Bandora, 1997). According to Bandora theory individuals with enough faith to their efficacy easily adjust with the needs of special position, whereas individuals who haven't enough self-efficacy face to different kinds of problems in doing special activities (Bandora, 1997). Research results show that man's success in facing with challenges depend on favorable perception to individual self-efficacy. Individuals who have superior perception than their self-efficacy have a more power to tolerate obstacles and defeating in Critical tasks. Whatever an individual have more self-regularity and self-efficacy can predict that have a more better occupational performance(lime & naten,2004).

One of the Influential variables that affects on occupational decision-making is individual personality characteristics. Remarkable theoretical and research basis show that exist an interaction between special kinds of workplaces and personality characteristics (Hall and colleagues). As example Braker and Lindsborg's findings have defended from this matter that the type of occupational environment and the type of individual occupation can affect on Conditions and symptoms of neuroticism and self-esteem (Blackel and colleagues, 2008). One of the major personality characteristics that are considered by researchers is five factor model of personality (frink & klimoski, 2006). Mc craw and Costa (1987) have introduced the five factor of personality as

NEO:

1-Openness 2-Neuroticism 3-Extroversion 4-Conscience 5-Agreeableness (Ashton and colleagues,2004)

Regarding to what was said we are looking for to reply this question, dose personality characteristics and Professional self-efficacy have a direct relationship with motor-physical disabilities occupational decision making?

Method:

This research in terms of target is fundamental and data collecting is descriptive and correlation that has been implemented in field. Regarding to this classification statistical community in this research is all of persons with motor-physical disabilities who are under coverage of welfare organization of Tehran. To determine required sample size was applied Cochran formula to limited society that eventually 400 individuals selected as research sample. One of the entrances criteria was original diagnosis of motor- physical disabilities in Tehran's welfare organization regarding to ages 20 to 50 years old and existence criteria was existence of any Significant disorder except disabilities that can discuss as original diagnosis and existence mental disease and age range less than 20 years old and over 50 years old. Research tools were:

The questionnaire of professional self-efficacy:

This questionnaire has 60 items that every item to evaluate conception to individual empowerment for every interest area. The content of these items are activities, duties, and curriculums subjects. Individuals who reply to these items specify the level of belief to their abilities in doing their duties or success in every academics coerces regarding to 5degree scales from "I completely believe"=1 to I don't completely believe =5. Realism dimensions, artistic and social searching, contractors are studied. The questionnaire of conception to skills or professional self-efficacy to skills is a 60 items tool that to evaluate conception to individual abilities has been afforded for every item. This questionnaire has been made by (Betz and Burggen and Harmon, 1996) and has been validated by Haghshenas. The contents of items of perception to skills or professional self-efficacy are activities, duties and curriculums subjects that repliers specify their belief to their abilities (self-efficacy) to every duties, activities, or success in every academic courses regarding to a 5degree scale from "I completely believe" to I don't completely believe. In this research was used from 6 overall subjects including realism, searching, artistic, social and contractors. The grades of these scales evaluated separately (questionnaire is lack of total point). The grade of every scale obtains from total individual score in every scale. Participants gave their replies to one of the choices of "I completely believe", "I believe", "I believe somewhat", "I don't believe", "I don't believe at all" that scoring of them regularly are, 1,2,3,4,5. After questionnaire scoring regarding to self -efficacy in a special area his high score specify in two scales.

The questionnaire of personal characteristics (NEOFFI):

NEO questionnaire is one of the most reliable questionnaires relevant to the evaluation of personality based on Vision factor analysis. This questionnaire has been afforded by MC crow casita (1980) and can evaluate 5 original personality factors and providing a comprehensive evaluation from personality. Its short form that is called NEO-FFI consisted from 60 questions. The five dimensional are: Openness to experience, Neuroticism, Extroversion, Conscience, Agreeableness. In a research that has been done by Fazel and colleague (2011) validity and Stability report favorably.

The questionnaire of Ospio occupational decision making:

The scale of occupation decision making has been made by Ospio and his colleague. This questionnaire was preferred than other research relevant to occupational decision making. This questionnaire has been consisted 18 questions and 2 questionnaires separately: occupational decision making and unwilling scales. Two question of this questionnaire evaluate individual decision making and question of 3 to 18 as well as occupational unwilling. The question of 19 is an open reply question that wants individuals describes their problems in occupational decision making in the appendix of the questionnaire. It should be note that don't mentioned about it in the questionnaire. Questionnaire scoring with Likert range is: ' I completely agree", I agree somewhat," I disagree somewhat", "I disagree completely". Numerous reports have defended from its validity and stability and efficiency (Ospio and colleage, 1976, Karimi2008). Karimi (2008) translated this questionnaire in Persian and reported its stability by Alpha method 01/83.

Findings:

At the table of 1-4 mean and deviations of variables in study including: personality characteristics, self-efficacy, occupational decision making (has been shown in the group of motor-physical disabilities. as well as at table of 1-4 sample frequently distribution provided based on age. As it can be seen maximum of frequency of sampling individual's relevant to age range from 20 to 30 years old (34/75 percent) and minimum of frequency relevant to age range from 50 years old to over (14/00 percent). Other results are shown at the diagram.

Table of 1-4

Mean and deviation of motor-physical disabilities in study variables

Variables	Items	mean	deviation
Main variables	Openness	19/2	2/91
	Neuroticism	16/2	4/99
	Extroversion	18/3	3/62
	Conscience	18/7	2/46
	Agreement	22/3	2/63
	professional Self-efficacy	25	1/48
	Occupational decision making	29	1/81
Age	Age range	percent	frequency percent
	20 to 30 years old	139	34/75
	30 to 40 years old	117	29/25
	40 to 50 years old	88	22/00
	50 to over	57	14/00
	Total	400	100

Table of 2-4

Correlation matrix of openness , neuroticism , extroversion , conscience , agreement , professional self-efficacy , occupational decision making

	1	2	3	4	5	6	7
Openness	-	-0/40 **	0/15*	0/23**	0/34 **	0/22**	-0/19**
Neuroticism		-	-0/10**	-0/28**	-0/19**	- 0/30**	- 0/230**
Extroversion			-	0/15*	0/37**	0/18*	-0/28*
Conscience				-	0/21**	0/19 **	-24/0**
Agreement					-	0/44**	-0/29**
professional self-efficacy						-	-0/26**
occupational decision making							-

P<0/5* p<0/1**

To review normalization was used the test of Colmogrouf-Smirnoff that obtained results show that dispense of criterion variables are normal. Because the amount of Calculated Z is (0/706) and is significantly and lack of significantly shows that dispense of criterion variable is normal as well as based on the diagram relation among variables are linear.

Table of 3-4

The results of multiple regressions to predict occupational decisions making

Predictor variables	F	P<	R	R²	β	T	P
Openness than experiment	22/34	0/001	0/437	0/287	0/387	2/83	0/001

The first hypothesis: openness than experiment has a direct relationship with occupational decisions making: to review this hypothesis was used concurrent regression. As are shown the regression of predictive of occupational decisions making regarding to the variable of openness than experiment is significant and the amount of F is 22/34. Openness than experiment with Beta coefficient (0/38) can positively and significantly predict occupational decisions making.

Also the amount of R² shows that 0/28 from the variance of occupational decisions making predict by the score of openness variable than experiment.

Table of 4-4

The results of multiple regressions to predict occupational decisions making

Predictor variables	F	P<	R	R ²	β	T	P<
Neuroticism	11/25	0/001	0/411	- 0/213	-0/423	-4/47	0/001

The second hypothesis: Neuroticism with occupational decisions making has a negative relation. To review this hypothesis was used concurrent regression. As are shown the regression of predictive of occupational decisions making regarding to the variable of Neuroticism is significant and the amount of F is 11/25. Neuroticism with Beta coefficient (-0/42) can negatively and significantly predict occupational decisions making. Also the amount of R² shows that -0/21 from the variance of occupational decisions making predict by the variable of Neuroticism.

Table of 5-4

The results of multiple regressions to predict occupational decisions making

Predictor variables	F	P<	R	R ²	β	T	P<
Extroversion	12/23	0/001	0/36	0/141	0/36	4/45	0/001

The third hypothesis: extroversion with occupational decisions making has a direct relationship. To review this hypothesis was used concurrent regression. As are shown in the table the regression of predictive of occupational decisions making regarding to the variable of extroversion is significant and the amount of F is 12/23. Extroversion with Beta coefficient (0/36) can positively and significantly predict occupational decisions making. Also the amount of R² shows that 0/14 from the variance of occupational decisions making predict by the score of extroversion variable.

Table of 6-4

The results of multiple regressions to predict occupational decisions making

Predictor variables	F	P<	R	R ²	β	T	P<
Conscience	23/24	0/001	0/432	0/15	0/432	6/32	0/001

The fifth hypothesis : Conscience has a direct relationship with occupational decisions making as are shown the predictive regression of occupational decision making regarding to Conscience variable is significant and the amount of F is 23/24. Conscience with Beta coefficient (0/43) can positively and significantly predict occupational decisions making. Also the amount of R² shows that 0/15 from occupational decisions making variance predict by the score of Conscience variable.

Table of 7-4

The results of multiple regressions to predict occupational decisions making

Predictor variables	F	P<	R	R²	β	T	P<
Agreement	19/36	0/001	0/411	0/213	0/433	4/32	0/001

The fourth hypothesis: Agreeableness with occupational decisions making has a direct relationship. To review this hypothesis was used concurrent regression .As are shown in the table predictive regression regarding to the variable of agreeableness is significant and the amount of F is 19/36. Agreeableness with Beta coefficient (0/43) can positively and significantly predict occupational decisions making. As well as the amount of R² shows that 0/21 from the variance of occupational decisions making predict by the score of Agreeableness variable.

Table of 8-4

The results of multiple regressions to predict occupational decision making

Predictor variables	F	P<	R	R²	β	T	P<
professional self-efficacy	18/34	0/001	0/411	0/169	0/411	5/84	0/001

The sixth hypothesis: professional self-efficacy with has a Positive relationship with occupational decision making. To review this hypothesis used concurrent regression method. As are shown the regression of prediction of occupational decision making regarding to self–efficacy variable is significant and calculated f is 18/34. Professional self-efficacy with Beta coefficient (0/41) can significantly and positively predict occupational decision making. Also the amount of R² shows that 0/16 from variance of decision making predict by the score of Professional self-efficacy.

The seventh hypothesis: occupational decisions making regarding to personal characteristics and professional self-efficacy will be predictable. To reply this question was used the method of statistical regression because will be predict a proper model for academic achievement among different dimension of academic procrastination and learning self regularity approaches. Obtained results at the table of 9-4 have been shown:

Table of 9-4

Multiple regressions to predict occupational decisions making by personality characteristics and professional self- efficacy

Crition variable	Predictor variables	F	the significance level p<	regression coefficient β	standard coefficient	t	R	R ²	the significance level p<
occupational decisions making	Openness	59/12	0/001	0/054	0/376	7/689	0/142	0/139	0/001
	Neuroticism	39/77	0/001	-/111	-0/209	-4/203	0/182	0/178	0/001
	Extroversion	31/63	0/001	0/061	0/18	3/572	0/210	0/204	0/001
	Conscience	26/02	0/001	0/031	0/14	2/733	0/227	0/218	0/007
	Agreeableness	22/42	0/001	-0/026	0/12	2/538	0/241	0/230	0/012
	professional Self- efficacy	19/59	0/001	-0/029	0/10	2/084	0/250	0/237	0/038

Step by step regression model was shown at the 9-4 that all dimensions of characteristics and self-efficacy could predict occupational decisions making and overall these 6 items can explain 25 percent of the variance of occupational decisions making variable. At first step the openness approach explained 14 percent of variance of occupational decisions making variable that after second variable (Neuroticism) the explanation increased to 18 percent that the item of Neuroticism was explained 4 percent of negative the variance of occupational decisions making. At the third step that extroversion entered the model the power of explanation increase to 21 percent that extroversion in explanation of occupational decisions making variance was only 3percent of its variance and at the Fourth step with entrance of Conscience the power of explanation increase to 22 percent that this item can explained only 1 percent of the variance of occupational decisions making. At the fifth step with entrances of Agreeableness the power of explanation increased to 24 percent. At sixth step also self-efficacy regularly enter in occupational decisions making that the explanation reached to 25 percent which show self-efficacy only can explain 0/007.as are shown all of effect of the explanation of regarded variables is significance on occupational decisions making in the level of 0/01 and 0/05.

Discussions:

As mentioned at the first of this research, the purpose of this study is review of the relationship between characteristic personalities and self-efficacy with person with disabilities occupational decisions making in welfare organization of Tehran. Research results shows that professional self-efficacy has a direct relationship with occupational decisions making. As well as the variables of loyalty, Agreeableness, Extroversion, Neuroticism, Openness, in comparison with experiment can predict occupational decisions making. These results correspond with the research of Van and his colleague (2001 to 2005) and Varid and Scar (2010). In explanation of described details can say according to the model of social-cognitive of Lent and colleague (1994) professional growth, self- efficacy when grow up that the purpose are selected for a period time. The purpose mechanism motivated this behavior and increase interests. The example of purpose mechanism including: expressed Professional aspirations, professional performers, plans and professional decision. Eventually are seen that when the people willing set their goals and shape them these construct in interaction with environment events shows their self-efficacy. Therefore training of purpose skills is efficient on recovery of occupational self-efficacy. Also self-efficacy is relevant with person's cognitive about himself therefore constitution on Ineffective cognition in training decision skills is a remarkable instrument to help individuals in cognition of their capabilities. Occupational decision making has a lot factors if haven't a attempting is considered as the reason of defeating in decision making and the skills that a individual should learn is ignored and has a negative effect on conception of individuals occupational self-efficacy. So the mixture of cognitive skills in this kind of skills makes that intervention is effective.

Theoretical and research basis show the interaction among different kind of workplaces and personal characteristics (Hall and his colleague). As example the findings of Bracker and Lindsborg have defended this problem that occupational workplace and type of job can affect in symptoms of individual's Neuroticism and self-esteem (Blackel and colleague, 2008). One of the main personal characteristics for researcher is the model of five factor personality (Frink and klimouski, 2006). Mc kera and casta(1987) have introduced the personality 5 factor as NEO that are :loyalty , Agreeableness , Extroversion ,Neuroticism , openness(Ashton and colleague,2004).

Kid, Ptonopridkes (2006) in a study that are called "the relation among self-efficacy, Occupational decision making, occupational unwilling done a longitude research. They approximately selected 166 individuals who were studying at junior school and examined them test of self-efficacy, occupational decision making and occupational unwilling. They predicted that in during changes in the self-efficacy of occupational decision making lead to changes in occupational unwilling then after 2years when these students at junior school the test of self-efficacy of occupational decision making and occupational unwilling done again. Unexpectedly the results shows that changes in self-efficacy of occupational decision making in during time don't lead to occupational unwilling among students. The authors of the research unlike others stated between self-efficacy of occupational decision making and occupational unwilling there is no causal relationship.

Pang (2001) comprised the efficiency of two methods on occupational unwilling on the first year students in Taiwan. One of the applied methods was cognitive reconstruction and other training of occupational decision making. The pilot plan including two testing group and a control group. The experiment done with a group control. using tools in this research was the questionnaire of occupational unwilling of Ospio. Research results show that the individuals in both the experiment group than control group in after the test has less scores significantly. But between two experimental groups wasn't a significant difference (R&Scar, 2010) . In this research was seen below limitations: the sample of this research has been among persons with motor-physical disabilities therefore that results to generalize to other groups are done cautiously. Cooperation attraction this kind of individuals to reply the questions was very difficult

regarding this matters individuals who not willing to complete it at the first day inevitably gave them a questionnaire and in following days gave back the completed form to researcher. One of the limitations in this research that should mention it, were the lack of pertinent information sources about personality characteristics and professional self-efficacy relevant to persons with disabilities occupational decision-making. In this research due to the shortage of sampling of persons with motor- physical disabilities , researcher have used available sampling method. Therefore to generalize must be cautious. Unfortunately about the amount of scattering of person with motor-physical disabilities there aren't a precise statistics in Iran. The data of this research was gathered by a questionnaire and regarding to limited features of the questionnaire acquired results in comparison of the method of interview and observation might be different a trivial. Therefore can say that are advised to the researchers that study the other variables such as occupational unwilling, occupational interesting, cooperation in decision making. The study of impact of training of occupational decision making and self efficacy on different capabilities of person with motor-physical disabilities might provide remarkable results that need to research. Regarding to important of self-efficacy in explanation of fundamental reasons of clinical problems in persons with motor-physical disabilities is essential that the therapists of this persons design different kind of medical programs for them. Regarding to spread of persons with motor-physical disabilities and doing numerous researches to these individuals in recent years must implement the plans to study the spread of person with motor-physical disabilities every year in the all provinces according to sexuality. Occupational therapists and psychologies and consultants who are working with person with disability at clinics and rehabilitation centers should consider to their treatment and intervention. About families who households have a disabilities due to living cost by them are propose that provide the precise statistics and information about their roles.

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