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Research Paper

Impact of Training the Coping Effective Styles with Negative Emotions on Coping Strategies of Cardiac Surgical Patients

Mohammadi Pashaki M, Mahmoudi Molaei A, Yaghoubi A, Bagheri B.

J. Educ. Manage. Stud., 5(1): 01-05, 2015.; pii:S232247701500001-5

Abstract

The main purpose of this study was to investigate effects of learning effective styles for coping with negative emotions on coping strategies of cardiac surgical patients. This research is quasi-experimentally and pre-test - post-test with control and experiment group. Population of the study is all patients with coronary heart disorder in 2013 that were candidates for bypass surgery during a 6-month period and hospital Fatemeh Zahra (SA) have been referred. for this purpose, a total of 30 candidate patients of coronary artery bypass surgery were selected by available sampling method and randomly were divided into two 15 persons groups for experimental and control groups. For the experimental group, effective coping ways (stress management, anger management, and coping with anxiety and depression) were trained individually for 7 sessions. Data before and after training was collected by the Lazarus - Folkman coping strategies questionnaire. The result of t test in investigating subscales of coping strategies in both experimental and control groups showed direct confrontation with the assumption of equality of the variances with 31 degrees of freedom, problem solving and

positive re-evaluation with the non-equality of variances with degrees of freedom 15.52 and 17.10 there is a significant difference between two control and experimental groups. So we can accept that the amount of direct coping, problem solving and positive reappraisal between experimental and control groups after the training is not on the same level ($p < 0.05$).

Keywords: Coronary Heart Disease, Stress, Coping Styles.

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Research Paper

Corrective Feedback Types and Improving Grammatical Accuracy in Spoken Language

Rabiei S and Mohammadi M.

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Abstract

The role of Corrective Feedback in the development of inters language system of language learners is not at all negligible. Corrective feedback in writing skill has extensively been the focus of attention by scholars. When it comes to medium of speaking, however, more investigations seemed necessary. This study aimed to shed light on the possible impact of two different types of corrective feedback, Focused Corrective Feedback and Unfocused Corrective Feedback, on foreign language learners' spoken language accuracy. Eighty intermediate learners randomly formed two experimental groups. One experimental group received focused spoken corrective feedback while the other received unfocused spoken corrective feedback. The participants' grammatical accuracy in their spoken language was measured through the speaking section of Cambridge Preliminary English Test both before and after the treatment.

The results showed that the corrective feedback was of value by itself in both groups. However, the learners in focused corrective feedback group significantly outperformed the unfocused counterpart regarding their grammatical accuracy in the spoken language.

Keywords: Corrective Feedback, Focused Corrective Feedback, Unfocused Corrective Feedback, Grammatical Accuracy.

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Research Paper

The role of psychological empowerment factors in enhancing the creativity of staff of Baqiatallah Medical Sciences University, Iran

Hosseiny AS, Godarzi MA, Poorkhalil M.

J. Educ. Manage. Stud., 5(1): 10-14, 2015.; pii:S232247701500003-5

Abstract

The authorities of human resources education at Baqiatallah Medical have paid attention to the role of psychological empowerment factors in enhancing their staff's creativity; this research project investigates this issue through a descriptive-inferential methodology. The population for this study consists of two hours and staff working in five parts of this university. The sample for this research consists of 322 staff members selected based on Morgan Table. The data related to this sample were collected and then analyses. Spreitzer psychological empowerment questionnaire and Randeep creativity questionnaire are the instruments of this project. The reliability of these Instruments has been calculated by means of Cronbach's alpha which was

significant. The validity of the questionnaires was confirmed in tight of content validity. The findings of this study indicated that there is a significantly positive association between the components of psychological empowerment and the staff's creativity.

Key words: Empowerment, Psychological Factors, Creativity, Staff.

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Research Paper

Investigate the Relationship between Personality Types and Resilience with Death Anxiety

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J. Educ. Manage. Stud., 5(1): 15-21, 2015.; pii:S232247701500004-5

Abstract

This study aimed to investigate the relationship between personality types and Resilience with death anxiety in nurses of special and general wards of Mazandaran (Sari) Heart Hospital. For this purpose, a sample of 260 nurses (122 women and 30 men) was selected using simple random sampling from the study population. To collect data from the five factor personality questionnaire (NEO), Resilience scale (CD-RIS) and death anxiety questionnaire was used and this questionnaire was validated and its validity and reliability has been confirmed in Iran and various countries. To analyze the data, the correlation coefficient, multiple regression analysis and T-test were used. Data analysis showed that attitudes toward death and Resilience in nurses of critical care and general wards of Sari heart hospital is different and among types of

personality and Resilience attitude to death there is no significant relationship between special ward nurses while the relationship between neurosis, flexibility and Resilience attitudes to death, in public ward is significant. Moreover, in the subscales of personality types, scale of extraversion, flexibility and agreeableness scale are different among nurses of special and public ward.

Keywords: Personality Types, Resilience, Death Anxiety.

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Research Paper

Preschool Educators Qualifications for Environmental Education of Children in Iran

Shobeiri S M, Alihosseini SH, Meiboudi H, Saradipour A.

J. Educ. Manage. Stud., 5(1): 22-26, 2015.; pii:S232247701500005-5

Abstract

The shaping of attitude and values, commitment and skills needed to preserve and protect the environment of individuals begins at an early age. Educators, especially preschool teachers, play an important role in creating new patterns of behavior in young children's play for a sustainable lifestyle. The aim of this study was to assess the preparedness of preschool educators in Environmental Education for Kids, used to evaluate their environmental literacy. Methods: This study is a descriptive survey. The research's population is kindergarten teachers in Tehran. The findings related to the environmental literacy rate were obtained through standardized questionnaires. The results show that 73% of studies of environmental education

are poor. Environmental aspects of literacy of the population related to the dimensions of knowledge, attitudes, and sensitivity, respectively. We also observe that the preschool teachers had good information about the environmental issues in Iran, but little information on the environmental problems of today's world. The present study shows that environmental education programs for preschool teachers are needed in kindergartens, and service programs for teachers are vital.

Keywords: Assessment, Environmental Education, Preschool Educators, Tehran City.

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Research Paper

An Examination of the Intermediary Role of Creativity in the Relation between Knowledge Management and Faculty Members (Case Study: Tehran's Azad University's units, Iran)

Shaterani S, Gheytsi Zadeh F, Goodarzi F.

J. Educ. Manage. Stud., 5(1): 27-33, 2015.; pii:S232247701500006-5

Abstract

The purpose of the present study was to examine the effect of knowledge management on the performance of faculty members, with an emphasis on their intermediary role of creativity. This study was practical in terms of purpose, descriptive-survey research in terms of method of obtaining data and quantitative in terms of the type of the collected data (the use of questionnaires). The statistical population of the study consisted of the faculty members of Tehran's Azad University's Units (2200 members), which 327 of them were selected as the sample size, using the Cochran Formula. Having used the Stratified Random Sampling method, the questionnaires were handed to the respondents in the statistical sample. The analysis of the data was done using the Structural Equation Modeling method (SEM) and the PLS software. The results of the study demonstrated the positive and significant effect of knowledge

management on the performance of the studied faculty members and the significance of the intermediary role of creativity.

Keywords: Employees' Performance, Knowledge Management, Creativity, Faculty Members.

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Research Paper

The Effectiveness of Group Counselling in Increasing the Degree of Students' Adjustment based on Glasser's Choice Theory

Badrkhani M.

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Abstract

The main purpose of the present research was investigating the effectiveness of group counseling in students' adjustment based on Glasser's choice theory. This research was of quasi-experimental type and it was conducted in pre-test and post-test design with the control group. The sample consisted of 24 students from Pandi Martyr School in district 6 of Tehran that were randomly selected and among them 12 students were assigned to the experimental group and the other 12 students went to the control group. Adjustment Inventory of high School Students was used for data collection that was completed by the subjects in both pre-test and post-test. The inventory's reliability was obtained 95% by the Alpha Cronbach's. In addition, their face and content validities were confirmed by the psychometric and topical experts. Experimental group (12 sessions, per week one session in 2 hours) was treated Glasser's group reality therapy but control group received no treatments. The obtained data were analyzed by using independent t. data analysis showed that using group counselling based on the Glasser's choice theory improved general adjustment, social performance, and emotional performance ($p < 0.01$) but in educational performance, significant difference between the experimental group

and the control group was not found. Results showed that using Glasser's choice theory (reality therapy) is effective in increasing the adjustment.

Keywords: Group Counseling, Glasser's Choice Theory, Emotional Adjustment, Social Adjustment.

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Research Paper

The Effect of Dynamic-Assessment on the Development of Passive Vocabulary of Intermediate EFL Learners

Fatemipour H and Jafari F.

J. Educ. Manage. Stud., 5(1): 41-51, 2015.; pii:S232247701500008-5

Abstract

Research into language assessment is central to any agenda that seeks to address the problems of language teaching and learning. A great deal of research in language testing has developed the technical aspects measuring language ability for the purpose of making decisions about individuals, as well as evaluating language programs. This research aimed to investigate the effect of Dynamic-Assessment (DA) on the development of passive vocabulary as a component of English as a foreign language (EFL). To this end, Iranian Intermediate language learners attended in this study. The sample of the study consisted of 60 students. For choosing a homogenous group, a sample of PET as proficiency test with 60 items which included reading and listening sections were used to determine the learners' level of proficiency. Then they were randomly assigned into two groups. For the application of the program, an experimental group

and a control group were involved in the study. The study was conducted during 10 sessions. The data were gathered from 60 learners, 32 in the experimental group (EG) and 28 in the control group (CG). Dynamic-Assessment process was used in the EG and Non-Dynamic Assessment or Traditional Assessment plan was used in the CG. The results showed that there was a significant difference between the results obtained from EG and CG. In conclusion, this study which was an attempt to passive vocabulary development showed that learners would benefit from the inclusion of DA and it is more effective than the traditional method of vocabulary assessment in order to develop students' passive vocabulary knowledge.

Keywords: Dynamic-Assessment, Non-Dynamic Assessment, Passive Vocabulary Development, EFL.

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Research Paper

An Examination of the Relationship between the Tendency towards Spirituality and Organizational Health (Teachers of Second High School Grade in the Department of Education of Tehran's Second Region)

Asgari M, Ahmadi F and Adhami Jamali M.

J. Educ. Manage. Stud., 5(1): 52-60, 2015.; pii:S232247701500009-5

Abstract

This study was done aiming to examine the relationship between the tendency towards spirituality in the workplace and organizational health in teachers between the years 2013 and 2014. The statistical population of the study consisted of 2070 teachers of second grade high

school in the department of education of Tehran's second region. In his regard, 156 of them were selected as the sample size using the Cochran Formula and the simple random sampling method. The data-collecting method was based on Hoy and Fieldman's "organizational health" standard questionnaire (1990), as well as the questionnaire of spirituality in the workplace; some of the questions were taken from the questionnaire of Millman et al. (2003); the rest of the questions were provided with respect to the existing variables. After the distribution and collection of the questionnaires, the obtained data were examined and tested using the structural equation modeling and the Smart PLS 2.0 software in two sections: 1- measurement model; 2- The structural section. In the first section, the technical characteristics of the questionnaire including reliability, convergent validity, and divergent validity exclusive to PLS were examined; in the second section, the significance coefficients of the software were used in order to investigate the hypotheses of the study. The findings showed that tendency towards spirituality in the workplace and its dimensions (inner spirituality, outer spirituality, integral spirituality) have an effect on organizational health in the viewpoint of teachers.

Keywords: Spirituality, Organizational Health, Integral Spirituality.

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Research Paper

Study of the Role of Organizational Intelligence of School Managers on Improving the Entrepreneurial Performance of Them (Case Study: Second Course of High Schools in Tehran)

Bagheri M.

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Abstract

This study was aimed to survey the role of organizational intelligence of school managers in Tehran high schools on improving their entrepreneurial performance in 2013-2014 academic year. Among statistical community using Cochran formula and random stratified sampling, samples of 267 managers were considered. The questionnaire was designed to collect data. The reliability of questionnaire using Cronbach's alpha and compound reliability was studied. As well as, the construct validity was used to test the validity of the questionnaire. The analysis of data obtained from the questionnaire by correlation test using SPSS software and structural equation modeling using PLS software. The results showed that the business intelligence of studied school managers and its aspects had a positive and significant impact on their entrepreneurial performance.

Keywords: Business Intelligence, Entrepreneurship, Performance, Entrepreneurial Performance.

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Research Paper

The Impact of Authentic Leadership on Subordinates' Trust and Work Performance in Educational Organization: A Structural Equation Modeling

Roncesvalles MCT and Sevilla AV.

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Abstract

Previous investigations have pointed out the unique and indispensable role that leadership

styles play in shaping the overall success and direction of an organization. Said styles are crucial in addressing the issues arising from the growing organizational needs and human resource development. Interestingly, authentic leadership has been identified as an effective form of management that can address organizational and societal problems. However, its focus and application were mostly seen in the business context. Hence, the aim of the study is to examine the influence of authentic leadership on subordinates' trust and work performance in the context of school and school systems. The result of the study provides some guideposts as to how the effectiveness of authentic leadership in the academic environment can be realized by both budding and seasoned educational leaders in facing organizational challenges. The study made use of quantitative approach and purposive sampling technique with a sample of 300 college teachers from a reputable university in the Philippines. The data was examined using Structural Equation Modeling (SEM), bootstrapping and Sobel test of significant mediation. The results of the study indicated that authentic leadership has a positive effect on subordinates' work performance directly and indirectly through its effect on subordinates' trust. Also, trust has a positive effect on work performance. Finally, the results of the study signify that authentic leadership has a positive influence on both subordinates' trust and work performance in educational organization.

Keywords: Authentic Leadership, Trust and Work Performance.

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Research Paper

Analyzing the Use of Motivational Strategies among Iranian In-Service EFL Teachers

Ghadiri Vala N, Vahdani Sanavi R.

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Abstract

Motivation as a determiner of failure and success plays a crucial role in second language learning process. The purpose of the present study was to investigate the Iranian EFL teachers' perception of motivational strategies. This study was conducted to identify and develop more effective implementation of motivational strategies. To accomplish the purpose of the study, 160 teachers of English in Iran were asked to evaluate a list of motivational strategies in order to specify the most important and the most frequent motivational strategies, and also to investigate a possible relationship between the use of motivational strategies and teachers' experience. The results of the study indicated that the use of motivational strategies is somehow culture-dependent; some motivational strategies were found to be transferable to other cultural contexts, and some were found to be culture-dependent. Moreover, the results revealed that the years of teachers' experience could affect the use of motivational strategies to some extent.

Keywords: Motivation, Motivational Strategies, Cultural-Dependence.

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Research Paper

Teacher Burnout and Critical Thinking among EFL Teachers

Yaghoubi A and Habibinejad P.

J. Educ. Manage. Stud., 5(1): 85-91, 2015.; pii:S232247701500013-5

Abstract

The purpose of the present study is to examine whether critical thinking has any significant relationship with teacher burnout and whether this relationship is the same between male and

female, and also novice and experienced teachers. To achieve this goal, one hundred twenty Iranian EFL teachers aged 23 to 57 were randomly selected based on random sampling design from four institutes located in the city of Tehran. The Cornell Critical Thinking Test level X was chosen to measure the level of quality thinking of the participants. And they were asked to fill out the Maslach Burnout Inventory which was adapted for teachers. A quantitative, correlational design was adopted and the data were analyzed through the Pearson correlation. The results indicated the existence of a statistically significant negative relationship between critical thinking and teacher burnout. And it was found that there was no significant difference between male and female, and between novice and experienced teachers. On the whole, the findings of the study simply highlight the importance of critical thinking and its relationship with burnout in the teaching profession. This study paves the way for further research on the possible significant impact of critical thinking on teacher burnout which can be led to the thought that the more EFL teachers possess critical thinking skills, the less likely they experience burnout. The results also suggest that gender and experience is not an issue when it comes to burnout, and all ELT teachers may be at risk unless they possess qualities such as the ability to think critically.

Keywords: Teacher Burnout; Critical Thinking; Novice Teachers; Experienced Teachers.

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Research Paper

A Comparison between Self-Efficacy and Creativity of Students in Ordinary and Smart Schools

Haji Aliakbari F.

J. Educ. Manage. Stud., 5(1): 92-97, 2015.; pii:S232247701500014-5

Abstract

This study was done aiming to make a comparison between self-efficacy and creativity of students in ordinary and smart schools. The method of the study was a causal-comparative method. The statistical population of the study consisted of all second-grade high school students who studied from 2013 to 2014 in Tehran's ordinary and smart schools. The statistical sample of the study consisted of 216 students who were selected using the random cluster sampling method. The collection of data was based on Sherer and Maddux's self-efficacy questionnaire and Torrance's creativity test. Having used the Cronbach's alpha method, the reliability of the tools was 0.72 and 0.62, respectively. In addition, the validity of the questionnaire was measured using content validity; hence the questionnaire was approved by the relevant experts. The analysis of the data obtained from the questionnaires was done based on the SPSS software in two sections: descriptive (average, mean, variance, standard deviation) and inferential (MANOVA). The analysis of the results showed that there is a difference between self-efficacy and creativity of students in ordinary and smart schools; students in smart schools achieved better self-efficacy and creativity scores in all dimensions (fluency, elaboration, innovation, and flexibility). Therefore, it seems that the use of new technologies and the provision of facilities for schools can help students to develop in terms of cognitive processes.

Keywords: Smart Schools, Self-Efficacy, Creativity, Innovation.

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Research Paper

The Impact of Transformational Leadership on Organizational Climate of Elementary Schools in Tehran City

Nekoukar Z and Nekoukar Sh.

J. Educ. Manage. Stud., 5(1): 98-104, 2015.; pii:S232247701500015-5

Abstract

The aim of the present study has been to explain the impact of transformational leadership on organizational climate of elementary schools in Tehran city. Research methodology has been descriptive-correlational and applied in terms of nature and method of conduction, and purpose respectively. Statistical population of the study included all the elementary school teachers in Tehran, and sample size of 377 persons was selected based on Morgan's table and proportional stratified random sampling. In order to collect data, two standard questionnaires of Bass and Avolio's (2000) transformational leadership and Siegel and Kymer's innovative organizational climate were used. In order to measure the reliability of the questionnaires, Cronbach's alpha (0.78 for transformational leadership and 0.76 for innovative organizational climate) was adopted. Besides, content-related validity was used for measuring validity. In order to analyze the data, Pearson's correlation and multiple regressions were used through SPSS software. Research results indicated that there is a significant relationship between transformational leadership and its dimensions (idealized influence, inspirational motivation, intellectual stimulation and individualized consideration) and innovative organizational climate. Besides, the results related to regression analysis confirmed the impact of transformational leader and its dimensions on innovative organizational climate.

Keywords: Transformational Leadership, Inspirational Motivation, Intellectual Motivation, Organizational Climate, Elementary Schools.

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