

### View of the five Groups of associated with the crisis about Occupational preference

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**Abstract: Introduction:** Always motivation of people in occupational activity has been analyzed by researchers. Staffs have specific extrinsic and intrinsic motivation for their jobs; this attitude can cause challenge or devastation in Critical situations. This study has examined the view of 5 Crisis Groups about occupational preference. **Methods:** This is a descriptive cross – sectional study. The population under study was employees of medical emergencies, Red Crescent, nurses, firefighters and ordinary people in province of Kermanshah. Data were collected by questionnaire of Occupational Preference Inventory (WPI). It has 30 questions, Two dimensions and 11 two subgroups. The reliability and validity of the questionnaire has been confirmed repeatedly by foreign and internal studies. Data were analyzed by Spss16. **Results:** All of the 75 subjects were men and selected from people with job experience of more than 5 years. 15 people that were ordinary don't have governmental job. But they were selected for assessment of their extrinsic and intrinsic motivation in the crisis. The results showed that intrinsic motivation of emergency medical personnel, fire, nurses, Red Cross and ordinary people were 90%, 89%, 88%, 85%, 80%, respectively. Extrinsic motivation in employees, fire department, emergency medicine nurses, Red Crescent and ordinary people in crisis, was 91%, 90%, 89%, 88%, and 85% respectively. **Conclusion:** Results have shown the different attitudes of the employees associated with the crisis. Knowing your job and your own superior knowledge of crises and conflicts between jobs can distort the coordination and planning required in critical situations. However, existence of various extrinsic and intrinsic motivations requires the study and training of the existing forces by disaster planners in order to make maximum use of existing forces.

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#### 1. Introduction

Motivation is one of the major issues in behavioral sciences that will be remembered as occupational preference. Given the important role of human resources in achieving the defined objectives, this issue has been considered by researchers in the Humanities (1). Several Scientists have discussed the terms of motivation and how to motivate people. Developmental progressions of different models or theories show that since long ago scientists have paid special attention to motivation in order to make people work better, but the nature of this theory forms a wide range of long a approaches from mechanical to organic (2).

Motivation is one of the most complex issues in organizational behavior. Scholars have offered various definitions of management. Rezaeian introduces motivation as an inner state that impels people to do the work (3). Kuklan considers motivation state of tension, desire and intention in a person, which impels him to act in a particular

direction (4). Results showed that intrinsic motivation is a stimulus for intrinsic motivation. But the motivation itself cannot happen by managers and higher authorities, unless the site of stimulate innate or the stress has been discovered and to be done by providing them do it (3). Perhaps the motivation is a multifaceted phenomenon as a series of internal and external forces, determine the first, form, direction, intensity, and duration of treatment (5).

So we can say that motivation shows the behavior of individuals' reasons. And specify why they act a certain way. Motivated Behavior is energetic, continuous and directed (6, 7). Pundits divide motivation in two main groups, namely internal and external. Internal motivation has the charm to perform an activity while person under the influence of an external stimulus with independent aim has specific activity (8,7).

Motivation is a factor that forces organism to various activities and energy expenditure at different levels. In practice individual internal forces must be

made to reveal certain activities. Motivation for why behavior and attitudes are also goal-oriented (9). Argyrsh believes that human behavior is influenced by intrinsic and extrinsic motivational factors of the person. Internal factors affect the behavior so-called inner needs and interests. External factors show the aim of stimulating, and stimulate the individual to achieve the goal and be of good behavior (1).

Studies were done on working conditions with high harm on the job preference such as repetitive labor, forced overtime, hour's inflexible, authoritarian supervision. Their act has been based on Karasek's job reaction to investigate the physical and mental health workers at work were encountered With the increased workload, high psychological demands (eg, working too fast, too much work and not enough time working) and power-down decisions (such as loss of employment and loss of the ability to use decision-making skills)(10).

Finally relish the job is one of the foundations of career interventions that aim to find the most suitable job for a person with unique characteristics. The motivation is the term given to the person named as the catalyst or engine (1). This is important to various groups involved in the crisis, because people need to be motivated enough to have a good behavior in time of crisis, such as, assistance to victims and it is saving lives, and until to save the latest victim this activity will continue.

Because of the importance of this issue, this study has examined the view of five groups of people related to the crisis about occupational preferences in Kermanshah province, 2011.

## 2. Methods

This is a descriptive cross – sectional study. The population under study was employees of medical emergencies; Crescent, nurse, Firefighters and ordinary people in province of Kermanshah. According to other studies and using the formula, the sample size, the sample determined 75 people. 75 case from five population groups (medical emergencies, fire, nurses, Crescent, ordinary people), each with the same (N = 15) participated in the study. Experts advise ordinary people in this study were selected and Samples were selected from those whose recommendations could save the lives of victims of the crisis more than other people. Data were collected by questionnaire of Occupational Preference Inventory (WPI). It has 30 questions, Two dimensions and 11 two subgroups. The reliability and validity of the questionnaire has been confirmed repeatedly by foreign and internal studies. Data were analyzed by Spss16. Descriptive results were presented as numbers and percentages in table. Mann-Whitney U test was used for comparisons of differences of motivation in five groups.

## 3. Results:

In this study, 75 cases were examined. Results showed that all nurses had a bachelor's degree (100%), while 26.6 percent of firefighter had a bachelor's degree. Most of the firefighters were married (93.3%), and the lowest was observed in the ordinary people (26.6%). Firefighters and nurses had the greatest experience of over 10 years, respectively, 73.4% and 66.6%. In all groups, most participants were aged 31-40 years (table1).

**Table1-** Demographic characteristics of the five crisis groups

variables groups	education		Marital		Job year)(experiment			Age(year)		
	Associate degree	bachelor	single	Married	Less than 5	6-10	More e than 11	20-30	31-40	More than 40
Medical emergency	6)40%(	(60%)9	(34.5%)5	(66.4%)10	0	(60%)9	(40%)6	(20%)3	(3.4%)8	(26.6%)4
Firefighters	11%)73.4(	%)426.6(	(6.7%)1	(93.3%)14	0	(73.4%)11	(26.6%)4	(33.4%)5	(3.4%)8	(13.3%)2
nurse	0	15%)100(	(46.6%)7	(53.4%)8	0	(53.4%)8	(46.6%)7	(20%)3	(60%)9	(20%)3
Crescent	10)66.6%(	5%)33.4(	(13.3%)2	(86.7%)13	0	(33.4%)10	(33.4%)5	(13.3%)2	(66.6%)10	(20%)3
ordinary people	3)20%	12)(80%	(73.4%)11	(26.6%)4	0	0	0	(26.6%)4	(66.6%)10	(6.7%)1

Due to the nature of the study, period spent by individuals who consider themselves highly qualified for times of crisis, was examined (table2).

**Table2-** Number of training courses attended by the five groups for readiness in times of crisis

<b>Courses</b> <b>Group</b>	<b>ABC</b>	<b>crisis</b>	<b>Passive Defense</b>	<b>Stage 1 &amp; 2 first aid</b>
Medical emergency	15(100%)	15(100%)	10(66.4%)	15(100%)
Firefighters	14(93.3%)	14(93.3%)	12(80%)	14(93.3%)
nurse	15(100%)	10(66.4%)	10(66.4%)	15(100%)
Crescent	15(100%)	13(86.7%)	13(86.7%)	15(100%)
ordinary people	15(100%)	11(73.4%)	8(53.4%)	14(93.3%)

The amount of extrinsic and intrinsic motivation of the subjects which shows their degree of interest in critical conditions has also been shown table 2.

**Table3-** The difference between dimension and motivation of the five study groups

<b>Motivation</b> <b>groups</b>	<b>Intrinsic motivation</b>	<b>Extrinsic motivation</b>	<b>Deference's dimension</b>
<b>Medical emergency</b>	90%	91%	1
<b>Firefighters</b>	89%	90%	1
<b>nurse</b>	88%	89%	1
<b>Crescent</b>	85%	88%	3
<b>ordinary people</b>	80%	85%	5

Significant differences between the two groups of urgent medical and ordinary people were shown on intrinsic motivation and extrinsic motivation ( $P < 0.05$ ).

This study has shown general motivation and can aid in situations of crisis and disaster. Self-declaration of emergency department, nurses and Crescent staff were highest (100) and a group of qualified experts in crisis intervention is thus: Crescent, emergency physicians, nurses, firefighters, ordinary people (Table 4).

**Table4-** The overall motivation and ability to express themselves and experts on disaster relief

<b>Variables</b> <b>groups</b>	<b>Overall motivation</b>	<b>express themselves</b>	<b>experts</b>
<b>Medical emergency</b>	90.5%	100%	99.5%
<b>Firefighters</b>	89.5%	98%	97.5%
<b>nurse</b>	88.5%	100%	98%
<b>Crescent</b>	86.5%	100%	100%
<b>ordinary people</b>	82.5%	97%	97%

No significant difference was observed between the groups express themselves and experts ( $P > 0.05$ ).

#### 4. Conclusion

The findings of this study have shown that the five groups had spent most of the courses in the field of crisis and there is very little difference in this respect between different groups. And this suggests that people are concerned about the crisis and prepare for it. Regarding motivation, passing training courses on motivation can encourage people to do things (11). As a result, this training can provide the background necessary to motivate different groups. In the field of passive defense, passed the ordinary people have little education and special attention should be responsible for it.

Another finding of this study is to examine the internal and external motivations of various groups. As already mentioned, intrinsic motivation most represents the needs and inner interests. But extrinsic motivation refers to external goals that may motivate

a person. In this regard, there is a greater difference between internal and external motivation in two groups of ordinary people and crescent staff. Individuals and employees of crescent are less involved with factors such as salary and benefits, getting feedback, assessment, and specific standards. They are voluntary and to satisfy internal needs in times of crisis work and don't meet the higher organizations. This shows the great potential for use in the event of a crisis. And potential volunteers should be given much importance during crisis.

Kashanian believes that people enjoy and are satisfied with a job they are interested in (12). We can say that the results are consistent with findings of recent research. Because the level of overall motivation in activities related to the crisis is more than 80 percent, and crisis situations are dynamic non-routine activities.

Allen's study was done in 2010 in a traffic accident. It has stated significant relationship between motivation and seeking fame. This means that people who are highly motivated to help in disaster but have no formal experience need to be seen more than others. Also, the results of this study identified that job preference during the event in aid of the group as the lowest. Because, clear job descriptions, job classifications and job duties of each body region and relief workers in all kinds of events is justified (13). The results of this study are inconsistent with the findings.

Finally we can say, this study has shown a different attitude from the staff related to the crisis. Knowing your job and your own superior knowledge of crises and conflicts between jobs can be disturbed of coordinating and planning in the critical situations. However, an exist of various internal and external motivation, need to study and teach by the crisis planners, So as to make maximum use of existing forces.

Therefore, the following strategies to minimize occupational preferences in crisis are recommended:

- 1- Development of clear job descriptions of all groups involved in the crisis and solves similar tasks.
- 2- Standardization of geographical research priorities of the kind of incident.
- 3- Classes and workshops and training programs for all groups involved in the crisis of job action.
- 4- Providing clear guidance and the flowchart by the Crisis Management.
- 5- Regular training courses based on modern methods but not on traditional ones, so that the scientific and practical exercises are performed.
- 6- Justification of managers to organize and command lines are set according to job functions and organizational functions and to prevent thrill seeking.

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