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**THE PREDICTIVE ROLE OF SOCIAL SUPPORT & RESILIENCY IN RELATION
WITH OCCUPATIONAL PERFORMANCE OF HIGH SCHOOL TEACHERS**

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ABSTRACT

The Present study was conducted in order to analyzing Role of Predictive Social Support and Resiliency in Association With Occupational Performance of Teachers of High Schools in Shiraz City/ Iran in 2015. This study was a kind of correlation and descriptive research , The studied sample includes 411 teachers (231 women & 180 men) who were teaching in different high schools, of Education Department in Shiraz and they were selected through Multistage Cluster sampling. Respondents filled out the Connor Davidson Resiliency Questionnaire and Multidimensional Scale of Perceived social support (MSPSS) and Paterson Occupational Performance. In the present study , Cronbach's Alpha was used to analyze validity of these tools , proper validity and reliability were found. In this study, the statistical methods including Pearson Correlation , Univariate and Multivariate Regression and T Test were used . The obtained results showed that relationship between resiliency and occupational performance was significant and positive ($P=0.0001$) and relationship between social support and occupational performance was significant and positive ($P=0.0001$) and social support had significant and positive relationship with one of sun scales (other's support). Overall, resiliency and social support were capable of prediction the occupational

performance of the teachers . Also, it was found that the female teachers have better occupational performance than the male teachers.

Keywords: Resiliency, Social Support, Occupational Performance

INTRODUCTION

Teaching profession is difficult and requires that teachers with ambiguities and difficulties that will be faced in the classroom teaching Is correct and logical approach and the need to be innovative style swing. Teacher on the one hand should manage your stress and the other must be true to its mandate to act in this way over time, motivation and commitment to maintain the teaching profession, (Hargryver and Fink, 2006, quoting the consistency Ebrahimi, 2011).

Problem statement

The most important and most fundamental problem of any organization is its human resources job performance. As expected the performance of the overall value of the individual pieces is defined as a person's behavior over a specified period of organization does. The experts' job performance in both functional performance and the performance of the underlying divided. Task performance is related to the responsibilities and duties of staff is recorded on the sheet liabilities and the employee's duties, but the performance of the underlying behaviors that are related to the survival of the corporate network and social and psychological atmosphere that

surrounds tasks. There are other markets for job performance that performance into three categories: general job performance, job performance and job performance interpersonal skills divide. General job performance of action is integrated in all aspects of the job, The skill-based job performance abilities and skills needed in jobs and job performance evaluation based on interpersonal interaction and cooperative relationship with colleagues and staff. (Askari Poursoltan and all, 2013), Because the most important resource of any organization is its human resource and such organizations as the Ministry of Education Each state education teachers and teachers motivated and efficient needs to foster youth in their educational system, to prepare a better future, the basic training of teachers and social modernization. Due to the use of new communication techniques and the use of modern technology, even more important role in the educational goals of the teacher (according to the Shafizadeh, 2002). The impact on job performance and academic achievement and psychological training of students, teachers, and social support is associated with resilience. Resilience commitment to

work closely with management and the motivation in teaching students to achieve a comprehensive relationship (Di, et al., 2006, quoted from Abrahimi Ghavam, 2011).

RESEARCH METHOD

According to the outline of the object and purpose of this research is descriptive and correlation.

Statistical Society

The study population consisted of male and female high school teachers teaching in high schools in Shiraz.

Sampling methods

The sample under study included 417 high school teachers in the second period of Shiraz are randomly chosen cluster of

districts 1 and 2 Shiraz. Inclusion criteria for this group included the teaching of these subjects in schools of the second period at the time of the study These two areas can be explained by the data center is the first of four areas of education both selection and After each area selected 10 schools (five high school girls and 5 boys high school) that a total of 20 secondary schools were selected And The questionnaires were distributed and collected, 6 unanswered and incomplete questionnaires and eventually completely answered questionnaires were 411, of which 180 were male and 231 of them were women.

Table 1: demographic information (education) in terms of number

No response	PhD	master degree	BS	Associate Degree	
2	8	83	81	6	male
0	1	56	164	10	Female

Research Tools

In this study, questionnaires resilience, social support and job performance were used.

1 Resilience Scale

In this study, to measure the resilience of Connor and Davidson Resilience Scale (1984 CD- RISC) were used. The creators of this scale can well believe that this questionnaire resiliency resilient individual from non-clinical groups separate and can be used in clinical research position (Mohammadi, 2005).

The scale has 25 items that although various aspects of resilience measures, but has a total score is. Persian version of this scale by Jokar (2007) has been prepared.

2 Social Support Questionnaires

Multidimensional Scale of Perceived Social Support (MSPSS) a 12-term tool to perceived social support from three sources: family, friends and significant others in life by Zimet and colleagues (1988) made is.

Multidimensional scale of perceived social support, social support perceived by the participants in each of the three areas

mentioned measures and has three subscales: family (String, 3, 4, 8, 11), friends (Expressions 6, 7, 9, 12) and the (terms of 1, 2, 5, 10). (MSPSS) a short tool, simple, and by the time and for this reason it has been used in many studies.

Job performance questionnaire.

To assess the job performance of Paterson's job performance questionnaire that has been used for 15 items. This questionnaire

is scored on Likert-type scale (rarely=0, often = 1, sometimes = 2, always = 3) is. The total is the sum of the scores of items.

Analysis Information

In analyzing the data, descriptive statistics such as mean, standard deviation, Pearson's correlation and multivariate regression analysis and inferential statistics, independent t-test was used.

RESULTS

Table 2: Total amount of scores, mean, standard deviation, minimum and maximum Variable job performance, resiliency, social support and its subscales for all subjects

maximum	At least	standard deviation	mean	Total	Variable name	Row
45	10	6/92	38/44	15801	Job performance	1
7	30	14/19	70/77	29089	Resilience	2
7	1/25	1/09	5/56	2288/5	Social support (total)	3
7	1/25	1/1	5/65	2321/5	Family support	4
7	1	1/19	5/41	2224	Supporting Friends	5
7	1/25	1/1	5/64	2320	Support for others	6

Table 3: results of the correlation between variables

6	5	4	3	2	1	And variable row
					1	1. Job Performance
				1	0/438**	2.3 Social Support (General)
			1	0/528**	0/269**	4. Family support
		1	0/957**	0/497**	0/267**	5. Supporting Friends
	1	0/860**	0/955**	0/527**	0/229**	6. The support of other people
1	0/881**	0/899**	0/965**	0/494**	0/282**	And variable row

Analytical results

In this section, according to the results of statistical analysis software SPSS-18, such as the calculation of univariate and

multivariate regression analysis and T test, the hypothesis examined.

Hypothesis 1: resiliency, high school teachers in Shiraz predicts job performance

Table 4: Univariate linear regression analysis for Resilience

dF	F	R ²	P (sig)	t	B	The predictor variables	critrion variable
1	96/87	0/191	0/0001	14/9	23/33	Constants	Job performance
			0/0001	9/84	0/214	Resilience	

Hypothesis 2: Social support and its components, to predict a teacher's job performance.

Table 5: Multiple linear regression test input variable for social support and its subscales

dF	F	R ²	P (sig)	t	B	The predictor variables	critierion variable
1	35/31	0/079	0/0001	16/65	28/47	Constant	Job performance
			0/0001	5/94	1/766	social support	

Hypothesis 3: The job performance of male and female teachers in high schools in Shiraz, there is a significant difference.

Table6: Comparison of two groups of men and women in different job performance

significance level	t	Degrees of freedom	mean	Group	Factors
0/019	2/36	346/65	37/51 39/16	Men	Job performance

CONCLUSION

The aim of this study was to investigate the predictive role of resiliency and social support variables avulsion associated with job performance is high school teachers in the city. The sample in this study consisted of 411 high school teachers (male and female) in Shiraz who were selected multi-stage cluster sampling. Participants questionnaires Paterson's job performance, resiliency Connor Davison and multidimensional scale of perceived social support (MSPSS) were completed. The results showed that a significant level of resiliency (P=0/0001) can be part of teachers' job performance to predict significant and positive correlation between these two variables (resiliency and job performance secretary) indicator to verify the hypothesis. As for the relationship between social support and job performance of teachers also found that people with significant social protection components (P=0/0001) is positively

correlated with job performance of teachers

The results showed that social support variables (total), social support and social support of friends are not able to predict job performance. Based on the results of resilience variables (P=0/0001) and social support (P=0/0001) can be variable part of the job performance of teachers predicted And regression analysis showed that 19.1 percent of R² to changes in job performance of teachers by 7.9 percent Resilience and variable social support can be explained by changes in the job performance of teachers and due to the significant level regression (P=0/0001) showed that the model will generalize to the community.

The research hypothesis

First hypothesis: Resilience predicts job performance of teachers.

The results of hypothesis testing showed that resilience and teachers' performance score is a linear relationship in a positive direction (P=0/0001), And this means that

scores on the questionnaire is a sign of better job performance and the findings showed that teachers who have more resilience than their job performance. The results indicate that 19.1% of the 2 R values of changes in teachers' job performance is explained by variable resilience and given the significant regression ($P=0/0001$) determined that confirm the hypothesis and model can be generalized to society. The result of research results Diane Joseph and Johnson (2014), Stephen Koch, et al (2014), Carmeli et al. (2009); Hargraver and Fink (2006), Henderson and Milstin (2003), Ebrahimi Ghavam (2009) were consistent with the results of this research. Magnas et al (1999) study found that individuals obtain And resilience of positive coping skills they use. So it can be said that teachers have a higher tolerance of better job performance. Also according to the latest research, such as research Patyraj Kumari, Ve Jayashry Sang Van (2015) and Diane Joseph and Johnson (2014) and Stephen Koch Yassin Rafkayyn and Bogazik (2014) it can be concluded that the effect of resilience on job performance there is great.

The second hypothesis: social support predicts the performance of teachers.

The results of the test showed that the hypothesis of social support and the

teachers' job performance in a positive direction, there is a significant linear relationship

The results show that 7.9 percent of the value of 2 R to the analysis of changes in job performance can be explained by social support and carefully to the significant level of regression ($P=0/0001$) was determined the model's ability to generalize to the community And linear regressions according to the results obtained in the present study support other social variables able to predict the second part of the hypothesis and were able to verify this hypothesis. The findings of the research results Sieh and Chiang (2012), Wat and hergys (2010), Golbard and Carmeli (2009), Riegel, Edmondson and Hanson (2009), Hochoarter, With, Tridvi and Ferris (2006), Cui Pers et al. (2006); Shanok and Eisenberg (2006) was in line. The third hypothesis: the performance of male and female high school teachers there is a significant difference.

In this study, according to the results and given that significant amounts of P and T are the results show that the difference between the average score for male and female teachers is significant job performance And according to the description we find that the average score for women than men in the job performance variables that indicate the

results of the third hypothesis is confirmed. The result of research results Sharifi Yazdi (2013), Mehdi Zadeh and Rezai (2008) was in line.

Since ancient times and in different societies women against their talent and ability is not significant considering how good management and they do sometimes trimmed precision has been observed. According Mahdad (2008), women often post of administrative director and the parts that have lower status are not limited to modified forms of sexual intellectual glass ceiling is often a barrier to their promotion in the world. According to the statistical analysis (descriptive and inferential) and compare and review of the literature concluded that although the job performance variables have positive and significant correlation with other variables, but some small measures of social protection (family and friends) were not able to predict job performance and eventually it became clear that resilience and social support variables (people) have the ability to predict job performance and the results indicated a significant difference between men and women vary based on job performance women are better than men.

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