The Relationship between Staff Mental Health and Their Personal Creativity in the Social Security Branches of East Hormozgan

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A R T I C L E  I N F O
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A B S T R A C T

Background: Creativity and innovation are essential and precursor to the development and improvement of an organization and a society and having the knowledge of its texts and techniques is the inevitable necessity for managers, staff, and interested researchers. Objective: In the present study, it was investigated the relationship between staff mental health and their personal creativity in the social security branches of Hormozgan East in Iran. Method: 90 subjects were selected to perform the statistics analysis and the questionnaires were distributed among them. The results represent the significant relationship between the staff mental health and their personal creativity. Results: The results also indicate the significant relationship between some aspects of mental health and their personal creativity.

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INTRODUCTION

Increasing the creativity in organizations can terminate in improving the services quality and quantity, reducing the costs, preventing from wasting the resources, reducing the bureaucracy and consequently increasing the efficiency and productivity, success in the organization, and creating motivation and job satisfaction in the staff. According to Liyoyngston, creativity includes the new product or process which causes the value to be increased and all the items which have the specific points and is the product of innovative and effective utilization from the human information and resources.

The point should be considered that social-economic transformations of the present era is rooted in the advances and changes in the science and technology and it in turn has led to changing the interests and tastes. Guarantee and continuity of the present era organizations and their survival require finding the new methods and solutions to overcome the problems which are highly related to the innovating the new processes and methods. That’s why in such situation the organizations survival and their success depend on the fundamental transformation in a situation which foster the creative and innovative further and lead them towards success and convert the traditional culture into the entrepreneurial culture. It is one of the circumstances to provide the mental health of organization’s staff. The mental health is the harmonious behavior with the society, recognition and admission the social reality and having the ability to adapt them, satisfying ones need in a balance way and flourishing ones talent. Taheri & Shayan Jahromi conducted a research titled the relationship between organizational entrepreneurial and personal creativity in technical and professional organization in Gachsaran. They were aimed at investigating the relationship between organizational entrepreneurial and personal creativity from the diploma, AD, BA, and MA staff point of view of Gachsaran technical and professional organization.

Addressing the mental health issues is inevitable. Regarding that the most part of the human time is being spent in the workplace and the work circumstances affect the individual’s psyche directly or indirectly, addressing the work mental health is also irrefutable. Today, division of complicated labor and jobs specialization, lack of adequate salaries, role discouragement (lack of interest in the job), role conflict (doing multiple jobs), and role pressure (contradicting expectations) have caused the negative effects on the mental health of staff offices and organizations such as the branches of social security in Hormozgan East and can impact on their personal creativity (Darbani, 1389). In a study titled the relationship between the staff mental health and job satisfaction of Garmsar Azad University staff, Khalaj Asadi (1388) has investigated the relationship between
the mental health and its aspects (somatic symptoms, social dysfunction, anxiety, and depression) and also the job satisfaction on five scales (age, sex, educational level, marital status, and housing condition).

Since the role of creativity has not yet been established in the governmental organizations and agencies and in one hand the common characteristic among many local organizations is the lack of adequate motivation among the staff and finally the solution with low quality has been almost accepted in the organizations, noticing the lack of creativity is common and governmental organization and agencies such as the branches of social security of Hormozgan East have the lack creativity effects.

The point should be considered that transformation in the recent decade and increasing the intricacy, mobility, lack of trust in the environmental circumstances, and ambiguity in the workplace have caused the staff mental health to be affected in the governmental organizations and agencies and consequently their staff won’t have the required creativity and innovation and won’t achieve much job success.

According to what mentioned, it seems despite the individual creativity, our governmental organizations and agencies such as the governmental agencies of Hormozgan East have not been successful to provide a proper context to achieve this goal yet. In one hand, the environment of the organizations (lack of serious competition, lack of quality, inadequate politic-financial supports of government) is such that it has not compelled the organizations to challenge at using and performing the creativity programs. On the other hand, managers have not utilized deliberately or undesirably the material or human resources of organization in performing the creativity programs and achieving the success at organization. With regard to the above material and the relationship which is in existence between staff mental health and their personal creativity in the conducted research and the importance of the relationship for the governmental managers, the researcher attempts to investigate the mentioned relationship in the branches of social security in Hormozgan East and respond to the fundamental question—is there a significant relationship between the staff mental health and their personal creativity in the branches of Hormozgan East?

1-4 the research’s questions:
A. The main question: is there a significant relationship between the staff mental health and their personal creativity in the branches of Hormozgan East?
B. Secondary questions:
1- Is there a significant relationship between staff somatic symptoms and their personal creativity in the branches of Hormozgan East?
2- Is there a significant relationship between staff anxiety symptoms and their personal creativity in the branches of Hormozgan East?
3- Is there a significant relationship between staff social function and their personal creativity in the branches of Hormozgan East?
4- Is there a significant relationship between staff depression symptoms and their personal creativity in the branches of Hormozgan East?

2-8 the research hypothesis:
2-8-1 the main hypothesis:
There is a significant relationship between the staff mental health and their personal creativity in the branches of Hormozgan East.

2-8-2 the secondary hypothesis:
There is a significant relationship between staff somatic symptoms and their personal creativity in the branches of Hormozgan East.
There is a significant relationship between staff anxiety symptoms and their personal creativity in the branches of Hormozgan East.
There is a significant relationship between staff social function and their personal creativity in the branches of Hormozgan East.
There is a significant relationship between staff depression symptoms and their personal creativity in the branches of Hormozgan East.

Method:
The study is applicable and correlation, since the method describes, analyzes, and interprets the situations, features, status, and issues which have occurred in advance.
The study population consists of all staff of social security branches of Hormozgan East including women and men—official and contractual—which they reach 90.
Given that the number of employees in the social security of Hormozgan East branches is 90, the census will be conducted and the whole will be investigated as sample. The researcher has collected the preliminary
data related to the study through the library studies, research papers, and the other’s research and also two types of questionnaires were utilized to gather the data.

**Mental health questionnaire:**
Goldberg & Hiller 28-item was utilized to measure the mental health. The questionnaire includes 4 aspects and each aspect has 7 questions. The mentioned aspects include:
1- Somatic symptoms
2- Anxiety and sleep disorder
3- Social function
4- Depression symptoms

**Personal creativity questionnaire:**
Abedi creativity standard questionnaire (1372) has been utilized to measure the personal creativity.

**Analyzing the data:**
Frequency table was used to analyze the demographic data. To show the data, the bar graph was used.
To analyze the mental health, creativity, and its index, the mean and standard deviation were used and the results displayed by histogram bar.
Pearson and Spearman methods were utilized to analyze the hypothesis and the results were displayed by scatter plot. SPSS was used to perform the whole statistics.

**Data analysis (testing the hypothesis):**
**The main hypothesis:**
there is a significant relationship between the mental health and staff creativity.

<table>
<thead>
<tr>
<th>Test</th>
<th>Relationship’s extent</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation</td>
<td><strong>-.31</strong></td>
<td>89</td>
</tr>
<tr>
<td>Spearman</td>
<td><strong>-.32</strong></td>
<td>89</td>
</tr>
</tbody>
</table>

**The result of Pearson and Spearman test in table (16-4) demonstrate that there is a relatively modest relationship between the mental health and the creativity in the staff. The relationship direction is inversed. Indeed, since the higher scores in the Goldberg mental health questionnaire demonstrate the presence of less mental health, more added to lack of staff mental health, the more creativity is disappeared. The correlation is significant in the error level 0.01, therefore the study main hypothesis is approved by 99% certitudes.**

**Fig. 16-4:** The scatter plot to the variables of mental health and creativity.

**4-18 The secondary hypotheses:**
**The first secondary hypothesis:**
there is a significant relationship between the staff somatic symptoms and their personal creativity.

<table>
<thead>
<tr>
<th>Test</th>
<th>Relationship’s extent</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation</td>
<td>-.127</td>
<td>89</td>
</tr>
<tr>
<td>Spearman</td>
<td>-.150</td>
<td>89</td>
</tr>
</tbody>
</table>

p>0.05
As the result of Pearson and Spearman tests in the table (17-4) indicate, there is no significant relationship between the somatic symptoms and creativity. Thus, the first hypothesis out of the secondary hypothesizes is rejected.

![Fig. 17-4: The scatter plot to the relationship between the somatic symptoms and the staff creativity.](image)

**4-19-the second secondary hypothesis:**
there is a significant relationship between the staff anxiety symptoms and personal creativity.

**Table 18-4:** Pearson test to the relationship between the anxiety symptoms and the creativity.

<table>
<thead>
<tr>
<th>Test</th>
<th>Relationship’s extent</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson</td>
<td><strong>-.297</strong></td>
<td>89</td>
</tr>
<tr>
<td>Spearman</td>
<td><strong>-.291</strong></td>
<td>89</td>
</tr>
</tbody>
</table>

*p<0.01

The data of table (18-4) and the result of Pearson and Spearman indicate that there is a relatively modest relationship in the reverse direction between the anxiety symptoms and creativity. The more added to the staff anxiety disorder, the more reduced their creativity. The relationship is significant in the error level 0.01. Thus, the second secondary hypothesis is approved by 99% certitudes.

![Fig. 18-4: The correlation scatter plot to the anxiety and creativity.](image)

**20-4-the third secondary hypothesis:**
there is a significant relationship between the staff social function and their creativity.

**Table 19-4:** Pearson test to the relationship between social function issues and personal creativity.

<table>
<thead>
<tr>
<th>Test</th>
<th>Relationship’s extent</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson</td>
<td><strong>-.37</strong></td>
<td>89</td>
</tr>
<tr>
<td>Spearman</td>
<td><strong>-.35</strong></td>
<td>89</td>
</tr>
</tbody>
</table>

*p<0.01

The data of table (19-4) and the result of Pearson and Spearman indicate that there is a relatively modest relationship in the reverse direction between the social function issues and creativity. The more added to the social function issues, the more reduced their personal creativity. In other word, the more the staff fails at the affaires consigned to them in the work and daily life, the more their creativity reduces. The relationship is significant at the error level 0.01. Thus, the third secondary hypothesis is approved by 90% certitudes.
4 – the fourth secondary hypothesis:
there is a significant relationship between the staff depression symptoms and their personal creativity.

Table 20-4: Pearson test to the relationship between depression symptoms and the staff creativity.

<table>
<thead>
<tr>
<th>Test</th>
<th>Relationship’s extent</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation</td>
<td>**.35</td>
<td>89</td>
</tr>
<tr>
<td>Spearman</td>
<td>**.35</td>
<td>89</td>
</tr>
</tbody>
</table>

The data of table (20-4) and the result of Pearson and Spearman indicate that there is a relatively modest relationship in the reverse direction between the staff depression and their creativity. The more added to the staff depression, the more their creativity reduced. The relationship is significant at the error level 0.01. Thus, the fourth secondary hypothesis is approved by 99% certitudes.

Fig. 20-4: The scatter plot to the relationship between depression and the staff creativity.

Discussion and conclusion:
Results indicated that there is a significant relationship between the mental health and staff personal creativity of branches of Hormozgan East. The accordant and antagonist viewpoints are in existence. The findings are in harmony with the theory of Arty creativity (1974).

The results are mesh with the research finding of the other researchers, but they are different in terms of direction. The results are in line with Davis research findings and Bass et al [2]. However, their studies demonstrate the individuals with the positive temperament are more creative and lack of mental health, disappointment, schizophrenia cause the creativity to be decreased in the individuals.

The results showed that there is no significant relationship between the staff somatic symptoms and their personal creativity in the social security branches in Hormozgan East. Subsequently, the above hypothesis is not approved. The findings are not in harmony with the studies of Keays & Allison [10]. Their studies indicate that there is a significant relationship between the student’s physical situations and function, educational development, memory, solving-problem ability, making decision, attitude, discipline, and creativity.
The result demonstrated that there is a significant relationship between the staff anxiety symptoms and their personal creativity in the social security branches in Hormozgan East. Consequently, the above hypothesis is approved. The finding is in line with the finding of Martazavi & Mehrabi fard. In a study titled the relationship between self-esteem & anxiety and creativity of high school teachers in Kerman, they concluded that there is a relationship between the anxiety and its component (covert and overt anxiety) and creativity by using its coefficient. They observed that there is a positive significant relationship in those with low or average anxiety and there is a relative and reverse relationship in those with high anxiety.

The results demonstrated that there is significant relationship between the staff social function and their creativity in the social security branches in Hormozgan East. Consequently, the above hypothesis is approved. Afshar Niyakan suggests that creativity is the ground to social compatibility growth and on the other hand, the compatible and skilful individuals have more creativity and innovation ability at social communications.

The result showed that there is a significant relationship between the staff depression symptom and their personal creativity in the social security branches in Hormozgan East. The finding is in line with the findings of Fialkoff [5]. In a study titled the relationship between depression and creativity, Fialkoff concluded that there is a relationship between creativity and depression. However, his report is in a poor status.

REFERENCES