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# The relationship between mental health crisis management and employee's grain and Business Services tri- state area (Fars and Kohgiluyeh and bover Ahmad)

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## ABSTRACT

**Objective:** This study aimed to investigate the relationship between mental health crisis management and employees was conducted cereal and Business Services tri-state area. This study is based on applied research, the nature and methods, correlation, time-sectional. **Methodology:** Given that the study population size is 338 persons Morgan table was used to determine the sample size A sample of 180 patients were selected through convenience sampling was used in this study. The instrument used in this study was a questionnaire In a preliminary study has proven the reliability and validity of the questionnaire. To analyze the data, descriptive and inferential statistics (Pearson) was used. **Results:** Data processing was performed using SPSS software. The results showed that among all aspects of crisis management and mental health Company employee's grain and Business Services tri state area there is a significant relationship. One could say that the aspects of crisis management The grain company and commercial services of the three countries will further develop employees' mental health will be better. **Conclusion:** Also in the regression model analysis Research on the relationship between mental health crisis management and employees grain tri-state area was determined that beta variable conditions (429 /.)... The most important role in mental health and related services of grain companies have tri-state area, and then learning the variable-beta (304 /.), Inhibiting the destruction of beta variable with (286 /.), Variable-beta recognition and tracking marks (113 /.) And identifying / preventing crisis-beta (055 /.) As well.

## 1. Introduction

Scientific crisis management be applied when the crisis by systematic observation and analysis in searching for a tool By which we can prevent crises or reduce its effects in case of the well prepared and rapid relief and recovery action. In a project by the United Nations and the Office of Disaster management is critical crisis management is divided into four pillars Including damage reduction, preparedness, emergency response and reconstruction. Crisis management, process planning, public authorities and executive agencies to improve performance and achieve normal level is specified. Comprehensive crisis management system and resources available to assess potential risks and so plans the resources available to balance their risks and to using available resources to control the crisis (Rezvani, 2007).

In general, crisis management and crisis control task in a very short time, using the principles and methods and is Summarizing Relationship crisis with crisis management is to optimize the conditions for dealing with the crisis and minimize the damages caused by the crisis. Yolles, (2011) five-stage model

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for crisis management have suggested that the crisis is going to work. This crisis began with the identification of early signs and prevention, containment destruction, improvement and organizational learning continues (Walah Beigi and Pour Heydari, 2011).

Crisis management topics from different aspects of the investigation. Evidence suggests that the damages and injuries caused by accidents and natural hazards and work in all aspects of society will wrestle and irreversible consequences on the development of social, cultural and economic havoc, but compensation for financial losses, Hard, but to some extent is possible. While the psychological trauma caused by accidents such as damage is usually irreversible (Khoda Rahimi, 2006). Mental health issue within psychiatry and psychology is a specialized field that is very important.

There are challenges and concerns in the field of mental health staff the organization is also seen in different organizations. Mental health is Behavior harmonious society, recognizing and accepting social realities and adapt to their power, satisfying the needs of self in his balanced and talent is innate. Is mentally competent person capable of to resolve your inner emotions and be consistent with the changes and requirements of our natural and social environment and strive to provide health and happiness for themselves and others because of mental health condition favorable for the growth and development of the body, Emotional intelligence, without causing a nuisance to others. According to the World Health Organization mental health experts are The harmonious relationship with others, to change or amend the personal, social and conflict resolution and personal inner feelings and are reasonable, fair and appropriate (Hojati et al., 2011).

Lack of attention to the mental health of people affected by the crisis, especially short-term severe mental damage to organizations and families will And irreversible effects on the community will leave a long time, so this study examined the psychological dimension of the issue of crisis management Given that the company's employees in its practical effect, the effects of stressful and painful face and are affected by stress, They may be hiding among the victims of work-related accidents categorized. When stress becomes dangerous dimensions that are long-term employees Job pressures and are active in the troubled region. The main challenge is that the planners - practitioners and managers must do what crisis which reduces the effects of stress on the staff of the company is grain and Business Services. This study aimed to investigate the role of crisis management based on the model and Booth, (1993) and its impact on employees' physical and mental health.

Grain companies and commercial services of the three countries is a service company whose primary duty is to serve the people Lack of attention to confusion and anxiety and stress due to extreme pressure performance crisis and affect the organization's performance. Therefore the health of employees in the company for managers in effective work processes And inattention to possible crises in the company dire consequences will follow this to the negative effects of severe psychological consequences of occupational accidents And the mental health service employees grain and Commerce Tri-State area is one of the concerns of managers and directors crisis And in this regard there Abnormalities of businesses that are using appropriate methods can fix these flaws. Therefore, the main challenge is that brokers and planners crisis managers what actions they should take to reduce the effects of stress on the employees. Accordingly, the need for a dynamic approach of legs that can encompass various aspects of the issue and analyze the effects of various factors on each other. Surveys in theses and articles and databases was performed, Research indicates that the physical and psychological effects of the crisis in the country has not been done. In this study tries to be examined variables crisis management model so that new step the improvement of physical and mental health staff tri-state area to be removed grain and Business Services And application methods should be provided. The main issue of this study is to answer the question whether the mental health crisis management and employees grain and Business Services tri-state area there is a significant relationship?

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## 2. Materials and methods

In fact, the research methods are the tools to achieve true. In each study, the researcher attempts to select the most appropriate method and the method that more accurately than other methods to discover the laws of reality and show relationships between variables. Therefore, existing realities and understand the relationships between them requires the selection of appropriate research methods. Researcher Once selected, arranged and organized the research we should be choosing appropriate research methods. In this chapter, taking into account the purpose of research, research methodology specified and with the population and distribution of a questionnaire to collect the information specified from the perspective of relationships between variables in order to detect and identify study participants. The purpose of this research is applied research. The present study is correlational in nature and methods in a class (Howang and Lichtenthal, 1999).

The study was conducted because in a given time interval, the time period. Specify the requirements and principles of any study population is considered. We have good range and space communities is statistically certain. Sometimes due to sheer size of the community, the society is not possible, however, to examine all elements of the community, provides accurate and complete information. The population of this research managers and experts of grain and commercial services in 1395 three countries that their number is 338.

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## 3. Discussion and results

### 3.1 The main hypothesis

Mental health crisis between management and staff of the three countries there is a grain and commercial services.

To study the relationship between mental health crisis management and employee's grain and Business Services tri-state area on statistical hypothesis test is:

H0: between crisis management and mental health Grain Company and commercial services, there is no relationship between the three countries.

H1: between crisis management and mental health and related services of the three countries there is a grain company.

The Pearson correlation coefficient table (1) shows that the coefficient of correlation 890/0 001/0 level is significant; Thus it can be stated that the mental health crisis management and employees grain and Business Services tri-state area there is a significant relationship.

**Table 1. Correlation analysis between mental health crisis management**

Mental health			Variable
Abundance	Pearson		Crisis Management
180	Significance level	The correlation coefficient	
	0.001	0.89**	

### 3.2 First hypothesis:

Or tracker to identify early signs of mental health crisis among companies of the three countries there is a grain and commercial services.

To study the relationship between identify or track early signs of mental health crisis and crop now under commercial services were tested three hypotheses:

H0: the identification or tracking early signs of mental health crisis now there is grain and Business Services tri-state area.

H1: the identification or tracking early signs of mental health crisis and now there is a grain and Business Services tri-state area.

The Pearson correlation coefficient table (2) shows that the coefficient of the correlation coefficient 155/0 005 /. Is significant, so we can voice Identify or track between early signs of mental health crisis and now there is a significant relationship between grain and Business Services tri-state area.

**Table 2. The correlation between test results to identify or track early signs of mental health crisis**

Mental health			Variable
Abundance	Pearson		Identification of early signs of crisis or tracker
180	Significance level	The correlation coefficient	
	0.005	0.155**	

### 3.3 Second hypothesis

The preparation / prevention in mental health crisis now there is a grain and Business Services tri-state area.

To study the relationship between fitness / mental health crisis prevention against the Grain Company and commercial services on three statistical hypothesis test is:

H0: the fitness / mental health crisis prevention against the grain company and commercial services, there is no relationship between the three countries.

H1: the fitness / mental health crisis prevention against the grain company and commercial services there tri-state area.

The Pearson correlation test (Table 3) shows that the coefficient of the correlation coefficient 691/0 003 /. Is significant;

Thus it can be stated that the fitness / mental health crisis prevention against the grain company and commercial services there is a significant relationship between the three countries.

**Table 3. Shows the correlation between the fitness / mental health prevention against crisis**

Mental health			Variable
Abundance	Pearson		Preparation / prevention against crisis
180	Significance level	The correlation coefficient	
	0.003	0.691**	

### 3.4 Third hypothesis

Between destruction and inhibition of mental health and related services of grain companies there is a tri-state area.

To study the relationship between mental healths inhibit destruction of grain companies and commercial services on three statistical hypothesis test is:

H0: the inhibition of destruction and mental health Grain Company and commercial services, there is no relationship between the three countries.

H1: between destruction and inhibition of mental health and related services of the three countries there is a grain company.

The Pearson correlation test (Table 4) shows that the coefficient of the correlation coefficient 744/0 008 /. Is significant; Therefore, the inhibition of destruction and mental health grain company and commercial services there is a significant relationship between the three countries.

**Table 4. Shows the correlation between inhibition of destruction and mental health**

Mental health			Variable
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Abundance	Pearson		Inhibition of destruction
180	Significance level	The correlation coefficient	
	0.008	0.744**	

### 3.5 Fourth hypothesis

The improvement of mental health and related services of grain companies there is a tri-state area.

To study the relationship between mental health conditions, grain companies and commercial services three statistical hypothesis the following are tested:

H0: the improvement of mental health and related services of the three countries there is Corn Company.

H1: the improvement of mental health and related services of the three countries there is a grain company.

The Pearson correlation coefficient table (5) shows that the coefficient of the correlation coefficient 804/0 001 /. Is significant; thus it can be stated that the improvement of mental health Grain Company and commercial services there is a significant relationship between the three countries.

**Table 5. Shows the correlation between the improvement of mental health**

Mental health			Variable
Abundance	Pearson		Improve conditions
180	Significance level	The correlation coefficient	
	0.001	0.804**	

### 3.6 Fifth hypothesis

Between learning and mental health staff three countries there is a grain and commercial services.

To study the relationship between learning and mental health Grain Company and commercial services on three statistical hypothesis test is:

H0: between learning and mental health Grain Company and commercial services, there is no relationship between the three countries.

H1: between learning and mental health and related services of the three countries there is a grain company.

The Pearson correlation coefficient table (6) shows that the coefficient of the correlation coefficient 799/0 002 /. Is significant; so between learning and mental health grain companies and three countries there is a significant commercial services.

**Table 6. The correlation between learning and mental health**

Mental health			Variable
Abundance	Pearson		learning
180	Significance level	The correlation coefficient	
	0.002	0.799**	

## 4. Conclusion

In this section we review the main hypotheses and secondary research and results, to some researches that are consistent with research to briefly review.

Analysis of the main hypotheses about the relationship between mental health crisis management and public services and corn trade shows tri-state area, 890/0 correlation coefficient with the index level of 001 /. Is significant, so it can be concluded that between crisis management and mental health staff corn and Business Services tri-state area there is a significant correlation at a significance level of 99%. This hypothesis is also calculated according to regression analysis and F (660/205) at the significant level (001 /.) Has been a significant percent; Thus, according to the results of this theory say that The more aspects of crisis management in corn company and commercial services of the three countries will further develop Mental health staff will be better. The effectiveness of crisis management by crisis managers with features when possible They can use a variety of factors including the specific combination of hardware and software to measure and positive impact on the process of crisis And of every opportunity even in times of crisis in the best possible use. Many people assume that it merely provides health and hygiene and nutrition rich and full utilization of materials needed by the body, in addition to know that genetic factors may also be effective in this regard. But with a closer look at the situation and realities of society in which we find Socio-economic factors also have health implications far above, from which the findings of research Biglar et al., (2014) are consistent.

Analysis of the first hypothesis that "identify or track the relationship between early signs of mental health crisis corn company and commercial services of the three countries" shows, 155/0 correlation coefficient with the index level of 005 /. Is significant, so it can be stated that the detection of early signs of crisis or tracker mental health Grain Company and commercial services of the three countries there is a significant correlation at a significance level of 99%. The assumptions with respect to beta regression analysis (113 /.) That a modest role in mental health and related services of grain companies have tri-state area, the significant level (001 /.) Is significant. Thus, according to the results of this theory say that the early signs of crisis in the tri-state area should be

identified corn company and commercial services, mental health staff also will be better. In explaining the findings of this hypothesis should be stated that identify and communicate with individuals, groups and organizations, upgrade job skills through training, Timely access to information, to identify and communicate with individuals, groups and organizations can be important factors for mental health promotion; The findings of this research Sharifnia et al., (2016) is consistent.

Analysis based on the second hypothesis "The relationship between fitness / mental health crisis prevention against the grain company and commercial services of the three countries" shows, 691/0 correlation coefficient with the index level of 003 /. Is significant, so it can be stated that the preparation / prevention in contrast, mental health crisis Corn Company and commercial services of the three countries there is a significant correlation at a significance level of 99%. The assumptions with respect to beta regression analysis (055 /.) That little role in mental health and related services of grain companies have tri-state area, the significant level (048 /.) Is significant. Thus, according to the results of this theory say that the preparation / prevention against the crisis in the three countries are now grain and commercial services, mental health staff also will be better. In explaining the findings of this hypothesis should be noted that simulation exercises, existence of proper information on preventing potential crises, Correct learning process, interacting with colleagues and form a critical group, can be important factors for mental health promotion; Therefore the findings with research Nevado and Cavazzini (2015) is consistent.

Analysis of the third hypothesis based on " The relationship between mental health inhibit destruction of grain companies and commercial services of the three countries" shows, the correlation coefficient was 744/0 the coefficient at 008 /. Is significant, therefore, be concluded that the inhibition of destruction and mental health Company employees grain and Business Services tri-state area there is a significant correlation at a significance level of 99%.

The assumptions with respect to beta regression analysis (286 /.), which plays a large role in mental health and related services of grain companies have tri-state area, the significant level (001 /.) Is significant. Thus, according to the results of this hypothesis say that inhibits the destruction of the grain companies and Business Services tri-state area in times of crisis better, you will also better mental health staff. In explaining the findings, stating that this hypothesis should be familiar with the correct methods of work and short-term planning In crisis prevention, there are long-term plans for crisis prevention, complete and comprehensive retraining and learning about work issues take the necessary measures to resolve the crisis, there Facilities Standard workers in the prevention of potential crises can be important factors for improving the mental health of employees. Therefore the findings with research Khaki, (2003) are consistent.

Analysis of fourth hypothesis that "the relationship between mental health conditions, grain companies and commercial services of the three countries" shows, 804/0 correlation coefficient with the index level of 001 /. Is significant. So can be said that the improvement of mental health and related services of grain companies Tri-State area there is a significant correlation at a significance level of 99%. The assumptions with respect to beta regression analysis (429 /.), which plays a large role in mental health and related services of grain companies have tri-state area, the significant level (003 /.) Is significant. Thus, according to the results of this hypothesis can be said that the situation Grain companies and commercial services in the three countries in times of crisis better, you will also better mental health staff. In explaining the findings of this hypothesis should be noted that the promotion of occupational specialty through education, facilitate control of the process, by all its members and working group Facilitate organizing and coordinating work among members of a work unit Through increased communication between them take the necessary measures to resolve the crisis, could be an important factor to promote physical and mental health staff; Therefore the findings with research Little, (2013) is consistent.

Analysis of the fifth hypothesis that "the relationship between learning and mental health grain company and commercial services of the three countries" shows, 799/0 correlation coefficient with the index level of 002 /. Is significant, so it can be stated that between learning and mental health grain company and commercial services of the three countries there is a significant correlation at a significance level of 99%. The assumptions with respect to beta regression analysis (304 /.) That play a major role Mental health and related services in the tri-state area grain company has a significant level (001 /.) Is significant. Thus, according to the results of this hypothesis say learning that the grain companies and commercial services in the three countries in times of crisis better, you will also better mental health staff. In explaining the findings of this hypothesis should be noted that the reduction in staff by increasing their knowledge feeling of powerlessness take the necessary measures, Increase self-sufficiency employees through information sharing and learning in the prevention of potential crises and increase the capabilities of employees, Can be an important factor for the promotion of mental health is that these research findings to the attic and colleagues (2014) is consistent.

5-management recommendations for future research

- The role of training in mental health
- The role of in-service training in crisis management
- Examine the challenges and strategies for improvement of crisis management
- Design and deployment model for crisis management in the organization

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