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STUDY OF IMPACT OF SOCIAL DISCIPLINE ON STRESS MANAGEMENT CONCERNING MODERATING ROLE OF SPIRITUAL DEVELOPMENT IN EXECUTIVE ORGANS OF RAFSANJAN CITY

Hossein Garizadeh Abbasabadi¹, Melikeh Beheshtifar^{2*}

1. *Management Department, Rafsanjan Branch, Islamic Azad University, Rafsanjan, Iran*
2. *Associate Professor, Management Department, Rafsanjan Branch, Islamic Azad University, Rafsanjan, Iran*

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ABSTRACT

The present research aimed to study the impact of the social discipline on the stress management concerning the moderating role of the spiritual development in the executive organs of Rafsanjan city in 2017. This research was done by applying the descriptive correlational studies in a statistic population with 2200 members of which 236 members were selected as the sample by the use of Morgan Table. The data were collected by the use of three questionnaires that the validity of questionnaires of social discipline, stress management and occupational management were confirmed with the coefficients 0/93, 0/89 and 0/92, respectively. Also, the reliability of the questionnaires, by applying Khronbakh's Alpha, was obtained 0/94, 0/89 and 0/83, respectively. The Structure Equation Modeling and the Amos and SPSS software were applied for analyzing data. The results obtained from the study revealed that the social discipline has positive and meaningful effect on the stress management. Also, with regard to the moderating role of the spiritual development, the social discipline has no effect on the stress management. So, it is suggested that the social discipline and order be increased in the organization so that the employees can manage and control their stress.

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Introduction

The discipline is a necessary affair for the activity of all the organizational groups. The members' wills should be controlled and leaded to the organizational purposes. Furthermore, the individuals' rights should be retained and a calm environment must be provided for working in the organization. The word discipline often associates the discussion of punishment in the mind and it has been so, based on what has been shown in practice so far. The punishment and fear from that has caused the obedience; but the wrongdoer person, by dealing with this fear, just would think about his/ her present will not the consequence of his/her work. What should be considered in the discipline and its approach is that this procedure is applied for the human. The human who has mind, emotion and intelligence and the effects of the punishment on this human should be regarded. The punishment has a state of compulsion and there are more effective ways for the human except the compulsion, too. The human should be stimulated to be responsible for his/ her work not to be compelled to work. By creating a feel of responsibility, s/he should be helped to be developed; the development which never would be resulted from the punishment. So, the access to a calm environment for working, employees' development, doing works by a best method and preventing the indiscipline and disorder and regarding the employee him/herself responsible for solving the problem is

Corresponding Author: Melikeh Beheshtifar, Associate Professor, Management Department, Rafsanjan Branch, Islamic Azad University, Rafsanjan, Iran. Email: m.beheshtifar@yahoo.com

not impossible by new disciplinal approach, that is, positive discipline [1]. This is while the human recourses are regarded as the most valuable capital in the organizations and enjoy the highest status in the development. The success of the today organizations in realizing their goals is contingent on the efficient man power that exists in these organizations. This goal is just obtained by the creation of one effective discipline system [2]. The discussion of discipline is not only restricted to the organizations and has encompassed all the world and total life of the human beings; the motion of Ground to the other galaxies is full of order and discipline. The life of human beings and the organizations can't be continued without this phenomenon [3].

The lower level of stress can help you to be able to work under different situations and would be resulted in that you do a work in a best manner. But when you have constant stress, your body and brain would be forced to tolerate this continuous pressure. When you are affected by an external threat, the body nervous system responds to this situation by releasing stress hormones such as Adrenaline and Cortisol. In fact, these hormones keep the individual's body in an intelligent state to be able to answer to the severe situations and your emotion toward the environment and the perception of the environment is increased. These physical changes increase the power and persistence and the power of reaction to the environment and stimuli and also the power of concentration [4]. In the organization, the severe stress of the man power damages the organization and subject the goal of organization to the instability. The individuals who suffer from the stress lose their power to deal with it; this does considerable damage to some behavioral aspects and it is in this way that the stress undermines the powers in the organization like a curse and thwarts the efforts and activities [5]. It causes the reduction of proper and correct performance, too. This reduction is appeared in the form of weak quality of the work and the efficiency loss. Also, the abdication can be resulted from the mental pressure that the most important ones of which are as following: the absence, resignation and leaving work are the consequence of the mental pressure that affects both the individual and the organization. Also, the depression is created when the individual feels that s/he endures further pressures and the recourses of job satisfaction are few [6]. The stress management can help your body to control or even eliminate the stress, changes your viewpoint toward a stressful event, reduces the effect of stress on your body and demonstrates some substitute methods to you for compromising the stress [7].

The essence of fact of spirituality and its effects on the improvement of life and the prosperity in this world and the world hereafter is a matter which nowadays preoccupied greatly the mind of the humans. The spirituality is the capacity and reflection which is an inherent power and unique for all the individuals. This spiritual inclination of the individual leads him/her toward the knowledge, love, verification, hope, ultra- material world, peace, sympathy, relationship, happiness and holism. The spirituality includes the individual's capacity for the creativity of growth and development of a value system. The attention to the spiritual dimension gives the human a power and helps him/her to endure the difficulties of life and prevents him/her from the stress and anxiety and ultimately the pernicious consequences such as depression and suicide [8]. Following the present procedure and weakening the religious and spiritual values in the society from one side and the individuals' attitude toward the seemingly spiritual and mystical patterns from the other side would cause that this enthusiasm and the religious and spiritual beliefs of the individuals are drew into the deflection and consequently a very difficult situation. According to the researches done and the opinions of the theorists, the non-attention to the spiritual dimension and the self- knowledge in the life prevents the growth and prosperity. The prevention from creating these cases undoubtedly destroys the individual's mental health and causes the social disintegration and the decline of his/her spiritual and religious values [9,10], in a research, confirmed the relationship between the social discipline and the stress management. Also, [11], in a study, has confirmed the relationship between the social discipline and the spiritual development. [12] has found out in a research that there is a positive and meaningful relationship between the spiritual development and the stress management. According to the mentioned subject- matters, the researcher aims to answer this question that whether the social discipline has effect on the stress management concerning the moderating role of the spiritual development in the executive organs of Rafsanjan city?

2. Literature Review

[13], in a research, studied the effect of the strategic capacity of the manpower on the spiritual development concerning the moderating role of the self- knowledge of employees of Agriculture Jihad organization of Bam city. The results obtained from the research revealed that the strategic capacities of the manpower and the value- creation element have direct effect on the spiritual development of the employees; but the strategic value, uniqueness, being inimitable and infrequency have no effect on the spiritual development of the employees. Also, the variable "self- knowledge" does not moderate the effect of strategic capacity of the manpower on the spiritual development. [14], in a research, studied the stress management in the students and the methods for dealing with that. The results revealed that the factors which create stress at school should be removed or reduced to counter with the stress of the students as the school members. Therefore, the methods such as creating a supporting environment for the students, their personality enrichment, reduction of school conflicts, avoiding the creation of rigid and inflexible rules in the environment as such as possible, creating proper physical environment and so on would be effective. [15], in a research, studied the effect of the employees' silence on the stress management concerning the moderating role of the mentally mature in the branches of Keshavarzi Bank of Kerman city. The results of this research showed that the organizational, reception and altruistic silences have direct effect on the stress management; but the

defensive silence has no effect on the stress management. Also, the mentally mature does not moderate the relationship between the organizational silence and the stress management.

[16], in a research, studied the relationship between the social discipline and the psychological welfare with the callings to work in the branches of Melli Bank of Rafsanjan city. The results obtained from this research revealed that there is a direct relationship between the social discipline and the order element with the psychological welfare; but there is no relationship between the order, rule, surface, program, coordination organization and the psychological welfare. Also, the results revealed that there is a direct relationship between the social discipline and the callings to work; but there is no relationship between the discipline, order, rule, surface, program, organization and coordination and the calling to work. [17], in a research, surveyed the relationship between the discipline system and the organization of work environment with the mental health and lack of job stress among the employees of municipality of Zahedan city. The results showed that in the municipality of Zahedan, the 5s variable and its dimensions (Sweeping or Shine, Set in order, Sort, Standardization and Sustain) have positive and meaningful relationship with the mental health and also the lack of job stress. [18], in a study, surveyed the effect of the support system of the manpower on the mentally mature of the employees concerning the moderating role of the stress management in the executive organs of Rafsanjan city. The results obtained from the research revealed that the support system of the manpower and its elements (preventive measures and welfare services) have direct effect on the mentally mature of the employees; but the medicinal measures, retirement and insurance have no effect on the mentally mature of the employees. Also, the support system of the manpower has no effect on the mentally mature of the employees concerning the moderating role of the stress management in the executive organs of Rafsanjan city.

[19], in a research, studied the relationship between the social order and the employees' commitment and understood that the social order causes the increase of employees' commitment. [20], in a research, studied the relationship between the role of the individual features and the social discipline and found out that these two variables have positive and meaningful correlation with each other. [21], in a research, studied the relationship between the stress management and the burnout and understood that the stress management causes the reduction of the burnout. [22], in a study, has surveyed the effect of the stress management on the quality of working life and has founded out that the stress management would be resulted in the improvement of quality of working life. [23] found out high level of religious belief and spiritual development with optimistic religious orientation, perceived social support and high stress tolerance and low levels of anxiety in the individuals who had released from the drug abuse. Wilis (2015) has studied in a research the relationship between various indexes of the religious and spiritual development and different aspects of health; the results confirm that the religion has a support function of the health. The religious commitment is effective in the prevention of body and mental illness and the facilitation of dealing with the illness and also facilitation of the recovery. In heart surgery and safe operation, the effects of the spirituality and being religious have been observed in the recovery procedure. These results are expressible in the old people, too. Being religious has relationship with high self- esteem, reduction of depression, further social support, higher physical health and low use of one cable.

3. Theoretical Foundations and Expression of Hypotheses

3-1. Concept of Social Discipline

The discipline means the order, arrangement, regulation and continuity. This word means putting in order the nuts or jewelry, sorting one thing with the other one or attaching some of them to the other ones. Managing any affair and, of among, using rhythm in and putting in order the speech has been considered the discipline. The thread by which the jewelry or any other thing is put in order is regarded to be a system. If one person is not steadfast in regard of his/her affairs; it is said: the education has no system [24]. The discipline has been derived from the word "disciplina"; it means, "To keep good " and to keep oneself good. The discipline means organization, regulation and having an order. So, it can be said that the discipline is the outcome of the order. The social order is latent in most of the religious values and the obedience from them is the obedience from the system. Therefore, the social order scope can be followed in the angles of the values such as justice, fulfillment of an obligation, congregational prayer and so on [25]. The stem of discipline has been derived from the word disciplina and means to keep oneself good. The social discipline means that the individuals, in all of their social works, keep themselves in the framework of the religious law and wisdom and traditional provisions in order to commit no violation [26].

3-2. Concept of Stress Management

Many events occur in the life, so the feel of failure and disappointment would be inevitable. There are things which you can't control them and it is the most disappointing part of the matter. It might your parent dispute permanently or your social life is inchoate and disturbed. Also, it might you have a bad feeling when you put pressure on yourself such as the pressure for good grades or development in a work. The self- criticism is a general reaction to the stress. It might even you are so upset that you find no delightful thing in your life and the life seemed to be completely rough and cruel. When you are in this kind of situation, it might you feel that you are unable to change a thing. But it is not like that and you can still change many things. Lak, Latham, Kreinter, Kinicki and most of the researchers think that in Job Stress Model, the physiological stress, mental stress and job satisfaction are separate from each other, but they are so related structures. For instance, the ability of

the employees in controlling and managing the physiological and mental tensions in a correct form during the work can be resulted in the more job satisfaction in the organizations [27].

3-3. Spiritual Development

The spiritual development is the process of inner awakening and intelligence; it means to rise the intelligence exceed the natural existence and the awakening toward the world fact; that is going exceed your mind and essence and perceiving this matter that you are really what. The spiritual development is not the way to escape the responsibility, behave in an unnatural way and changing to an inactive person; but it is a method for the growth and to be more strong, happy and responsible [13].

Awareness: The awareness is the real knowledge and it is obtained when the human recognizes a fact just as it is in actual situation and make sure of that [13].

Real Acceptance: The real acceptance means that the human does not lose his/her hope in the failures and disappointments; accepts the fact and is hopeful of God's kindness [13].

Disappointment: When in the consequence of a failure or frustration or not- being answered the prayer, the human feels that s/he has been rejected by God and is disappointed.

Grandiosity: It means the human claims that s/he has an extraordinary relation with God and is nearer to God in comparison to the others and God's kindness is with him/her in all of his/her works and s/he always knows his/himself better than the others [13]

Personality Disorder: When an individual is ambivalent in the communication with God and s/he is always apprehensive that God may be angry with him/her or if s/he commits a wrongdoing, God would leave him/her [13]

Impression Management: it means the disposal of incorrect and unreal beliefs and imaginations and many awareness and intelligence are found in this process in comparison to the internal essence of the human being [13]

According to the mentioned foundations, the following hypotheses were expressed and tested to access to the research purposes:

Hypothesis 1: The social discipline has effect on the stress management in the executive organs of Rafsanjan city.

Hypothesis 2: The social discipline has effect on the stress management concerning the moderating role of the spiritual development in the executive organs of Rafsanjan city.

First minor hypothesis: The social discipline has effect on the spiritual development in the executive organs of Rafsanjan city.

Second minor hypothesis: The spiritual development has effect on the stress management in the executive organs of Rafsanjan city.

In present research, the stress management and social discipline are studied as the dependent and independent variables, respectively. Also, the spiritual development has been regarded as the moderating variable. The elements which were used by [28] and include the discipline, order, rule, surface, program, organization and coordination in the organization, have been applied for the assessment of the social discipline. The stress is a dynamic and amazing state that the individual encounters with an opportunity, restriction or an unnatural demand and reveals the emotional, physical and cognitive reactions [29]

The two elements stress tolerance and tension control are used in this study for the assessment of stress management. The spiritual development derived from the model of Hall and Edwards quoted in [13] that evaluates six elements: awareness, real acceptance, disappointment, grandiosity, personality disorder, impression management. [10] confirmed in a research the relationship between the social discipline and the stress management. Also, [11] has confirmed in a study the relationship between the social discipline and the spiritual development. [12] has found out in a research that there is a positive and meaningful relationship between the spiritual development and the stress management.

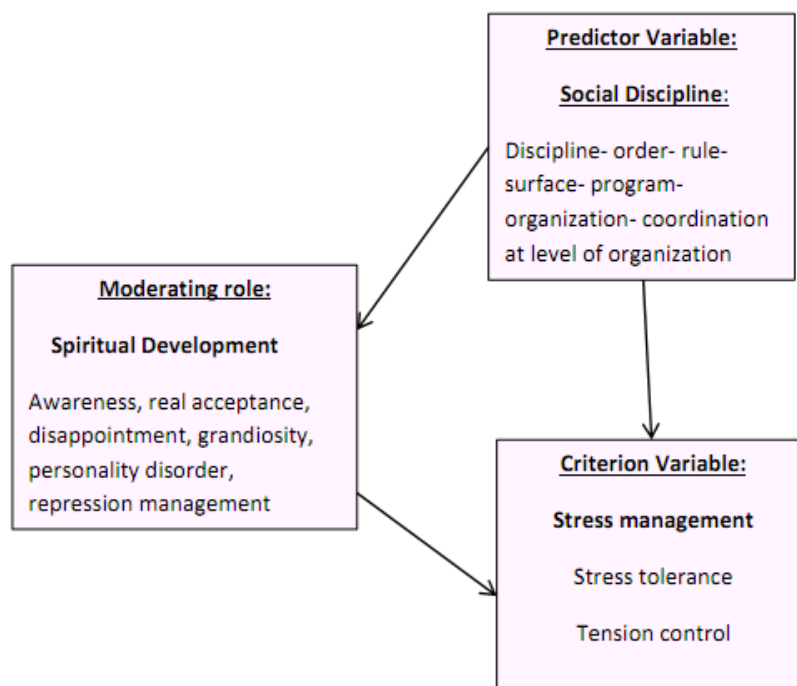


Figure1. Conceptual model of research of [28]- Hall & Edwards quoted in [13]

4. Research Method

According to the subject, purpose, hypotheses and related information, the present study is an applied descriptive correlational research that has collected data by the method of field study. The statistic population (2200 members) includes all the employees working in the executive organs of Rafsanjan city. 326 members are determined as the sample by the use of Morgan Table. The sampling is done by the stratified random sampling method based on the stratification volume. The research data were collected in the interval of 22 September 2016 to 22 September 2017. The following questionnaires have been applied for collecting data needed in the present research:

Questionnaire of Organization Social Discipline: The elements used by [28] and consist of discipline, order, rule, surface, program, organization and coordination at the level of organization would be applied for the measurement of the social discipline. It has been designed in a 5- choices form (strongly agree, agree, relatively agree, disagree and strongly disagree). The marks 1, 2, 3, 4 and 5 have been stated for the choices strongly disagree, disagree, relatively agree, agree and strongly agree, respectively.

Questionnaire of Stress Management: In present research, the stress management was measured by the use of model of [29] and two elements stress tolerance and tension control. It has been designed in a 5- choices form (strongly agree, agree, relatively agree, disagree and strongly disagree). The marks 1, 2, 3, 4 and 5 have been stated for the choices strongly disagree, disagree, relatively agree, agree and strongly agree, respectively. Meanwhile, the questions 16 to 30 have been designed in a reverse form.

Questionnaire of Spiritual Development: The spiritual development has been derived from the model of Hall and Edwards quoted in [13] that evaluates six elements: Awareness, real acceptance, disappointment, grandiosity, personality disorder and impression management. It has been designed in a 5- choices form (strongly agree, agree, relatively agree, disagree and strongly disagree). The marks 1, 2, 3, 4 and 5 have been stated for the choices strongly disagree, disagree, relatively agree, agree and strongly agree, respectively. Meanwhile, the questions 16 to 30 have been designed in a reverse form.

The questionnaire which was confirmed with the coefficient 0/93 by Amirpanahi (2017) was used for the measurement of the social discipline. Also, the questionnaire confirmed with the coefficient 0/89 by [30] was used for the measurement of the stress management. The spiritual development was measured by the questionnaire which was confirmed with the coefficient 0/92 by [13]. The Chronbakh's Alpha was applied for determining the reliability of the measurement tools and the reliability coefficient for the social discipline, stress management questionnaire and questionnaire of spiritual development was calculated 0/94,0/89 and 0/83, respectively. The frequency distribution and descriptive statistics were applied for describing the variables of research for the purpose of organizing and summarizing the raw scores in the part of data description. In the part of data analysis, the Structure Equation Modeling was used for surveying the hypotheses and research questions. The Amos and SPSS software were used for analyzing data and the level of significance was considered 0/05. It should be mentioned that the studies done in chapter, have been carried out based on 326 subjects.

5. Research Finding

The Structure Equation Modeling (SEM) was used for the exact study of research hypotheses by Amos 22 software. For the normality of the indexes in Amos, two indexes are considered that identify the normality of data. The first index is Skewness that according to Barnard's opinion Gasemi,(2010), it should be between -3 and +3 and the second index is Kurtosis that should be between -7 and +7 so that the data could be normal. So, with regard to the results presented in the previous tables, the studied variables are not far from the normal distribution. The results of model fitting have been shown in table2. The summary of the obtained results have been presented as following:

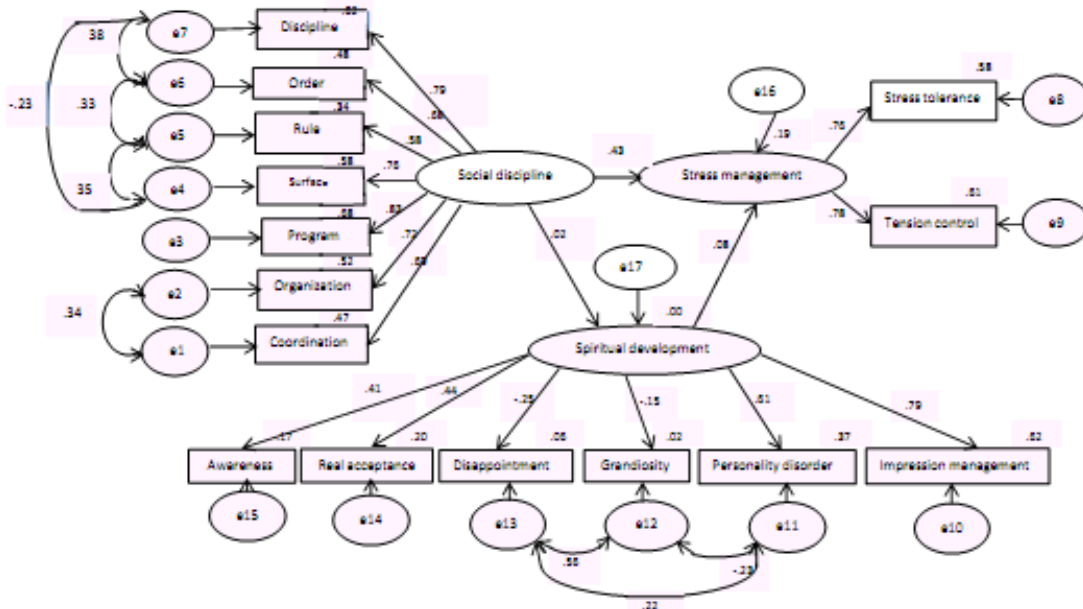


Figure2. Amounts of standardized coefficients obtained from structure equation modeling for studying conceptual model

The standard factor loading related to the social discipline structure has been presented in table 1. In any structure, the greater standard factor loading shows that the related element is a better indicative for that structure.

Table1. Standard factor loading and CR related to social discipline structure

structure	Element	Standardized factor loading	SE	CR	p- value
	Coordination	0/687		Fix	
	Organization	0/722	0/067	14/359	<0/001
	Program	0/826	0/086	13/012	<0/001
Social discipline	Surface	0/759	0/095	11/773	<0/001
	Rule	0/582	0/091	9/382	<0/001
	Order	0/692	0/094	10/958	<0/001
	Discipline	0/788	0/096	11/979	<0/001

The results of part of factor analysis for the structure "social discipline" reveal that all the elements are meaningful in the structure related to them. According to the standardized factor loading, the program, discipline, surface, organization, order, coordination and rule respectively are of relative importance as the index for the measurement of the variable "social discipline". The standard factor loadings related to the stress management structure have been presented in table 2. In any structure, the greater standard factor loading shows that the related element is a better indicative for that structure.

Table2. Standard factor loading and CR related to stress management structure

Structure	Element	Standardized factor loading	SE	CR	P- value
Stress management	Stress tolerance	0/760		Fix	
	Tension control	0/780	0/148	6/261	<0/001

The results of part of factor analysis for the structure " stress management" show that all the elements are meaningful in the structure related to them. According to the standardized factor loading, the tension control and stress tolerance respectively are of relative importance as the index for the measurement of the variable "stress management". The standard factor loadings related to the spiritual development structure have been presented in table 3. In any structure, the greater standard factor loading shows that the related element is a better indicative for that structure.

Table3. Standard factor loading and CR related to spiritual development structure

Structure	Element	Standardized factor loading	SE	CR	P- value
Spiritual development	Impression management	0/789		Fix	
	Personality disorder	0/608	0/093	9/169	<0/001
	Grandiosity	-0/153	0/124	-2/265	0/024
	Disappointment	-0/250	0/162	-2/807	0/005
	Real acceptance	0/443	0/129	3/552	<0/001
	Awareness	0/410	0/104	3/307	<0/001

The results of part of factor analysis for the structure " spiritual development" show that all the elements are meaningful in the structure related to them. According to the standardized factor loading, the impression management, personality disorder, real acceptance, awareness, disappointment and grandiosity respectively are of relative importance as the index for the measurement of the variable "spiritual development". The goodness- of- fit indexes have been presented in table4. With regard to the goodness- of- fit indexes, the presented fit model is good.

Table4. Fit indexes for model

index	Degree of freedom/Chi ²	¹ RMSEA	² GFI	³ AGFI	⁴ CFI	⁵ NFI	⁶ IFI
Amount calculated	4/40	0/091	0/90	0/83	0/91	0/90	0/90
Acceptable level	≤5	≤0/1	≥0/90	≥0/80	≥0/90	≥0/90	≥0/90
result	Good	Good	Good	good	Good	good	Good

5-1. Interpretation of Fit Indexes

1. Normed Chi Square Index (Degree of Freedom/ Chi²)

The Chi Square can be considered as the most general and applied fit index in the Structure Equation Modeling. The lower its amount, the better the fit of data to the model would be. One common criterion for surveying the goodness of this index is that the result of division of the Chi Square amount by the degree of freedom should be lower than 5. It has been calculated 4/40 for our model; so the model has good fit.

2. RMSEA (Root- mean- square error of approximation)

This index is based on the analysis of the balance matrix. Despite the other indexes that have only the point estimation in the modeling, this index is measurable for different confidence intervals, too. The lower than 0/1 amount of this index indicates the goodness of fit of the model. The amount of this index for the research model has been calculated 0/091 that shows the goodness of fit of the model.

3. GFI, CFI, IFI, NFI

The amounts more than 0/9 of each of these indexes indicate the goodness of fit of the model. With regard to this matter that all the amounts obtained for these indexes is more than 0/9, so the fit model presented to the data is good. The two indexes, Incremental fit index (IFI) and Comparative fit index (CFI), are of the most important comparative fit indexes. The comparative fit indexes, in regard of completing the absolute fit indexes, compare the formulated theoretical model of the case study with the model or models which they have postulated and survey that whether that is more acceptable, weaker or indifferent in comparison to it. The model has good fit with regard to these indexes.

4. AGFI

The amounts more than 0/8 of this index indicate the goodness of fit of the model. According to this matter that the amount obtained for this index in the research model is more than 0/8, so the fit model presented to the data is good.

5-2. Study of Major Hypotheses

Table5. Path coefficients and their significance in model of major path

Studied relationship	Path coefficient	P-value	Existence of effect	Effect kind
Social discipline → spiritual development	0/015	0/823	Does not exist	-
social discipline → stress management	0/429	<0/001*	Does exist	Positive
Spiritual development → stress management	0/078	0/292	Does not exist	-

*level of significance = 0/05 (p<0/05)

Major hypothesis 1: the social discipline has effect on the stress management in the executive organs of Rafsanjan city. According to figure2 and table5, the standardized direct effect of the social discipline on the stress management (p<0/05) is positive and meaningful; it indicates that the social discipline has direct effect on the stress management and the amount of stress management would be increased by the increase of amount of social discipline.

Major hypothesis 2: the social discipline has indirect effect on the stress management concerning the moderating role of the spiritual development in the executive organs of Rafsanjan city.

Minor hypothesis 1: the social discipline has effect on the spiritual development in the executive organs of Rafsanjan city. According to figure2 and table5, the standardized direct effect of the social discipline on the stress management (p>0/05) is not significant; it indicates that the social discipline has no effect on the spiritual development.

Minor hypothesis 2: the spiritual development has effect on the stress management in the executive organs of Rafsanjan city.

According to figure2 and table5, the standardized direct effect of the spiritual development on the stress management (p>0/05) is not meaningful; it indicates that the spiritual development has no effect on the stress management. As it is obvious in the figure2, two social discipline – spiritual development and spiritual development – stress management paths are not meaningful and this indicates that the social discipline has no indirect effect on the stress management by the spiritual development as moderating variable at the confidence level 0/95.

Discussion and Conclusion

The results obtained from testing the research hypotheses revealed that the social discipline has positive and meaningful effect on the stress management in the executive organs of Rafsanjan city. The results of research correspond with the results obtained from the researches done by [10, 17, 31, 32] [10], in a research, have confirmed the relationship between the social discipline and the stress management. [17] has found out in a research that the organization, discipline and order, cleanliness, standardization and discipline have positive and meaningful relationship with the mental health and the lack of job stress. [31] has expressed that the stress reduces the optimal performance of work and the discipline. Also, [32] expresses that the stress is one of the effective factors on the discipline. If the social discipline exists and the organization has a specific discipline and order, the employees and individuals working in that organization would not have a feeling of perplexity, fear, reworking and so on and ultimately, they would be able to control and manage their stress and mental pressures and the existence of social discipline itself can help the employees to manage their stress.

The results obtained from testing the research hypotheses revealed that the social discipline has no indirect effect on the stress management concerning the moderating role of the spiritual development in the executive organs of Rafsanjan city.

The social discipline has no effect on the spiritual development in the executive organs of Rafsanjan city. Although the results of the research done by [11] showed that there is a relationship between the social discipline and the spiritual development, the social discipline has had no effect on the spiritual development in this study. It might be for the reason that the discipline is not in line with the spiritual development and it has not considered the spirituality and religious beliefs of individuals of the society in which they live and the factors which were considered in the regard of creating the social discipline of the organization in some cases are opposed to the religious beliefs and spiritual development of the employees or the social discipline standards of the organization have been considered without regarding the spirituality.

The spiritual development has effect on the stress management in the executive organs of Rafsanjan city. [12] has found out the relationship between the spiritual development and the stress management positive and meaningful. The spiritual development in the work environment causes that the employees feel more peaceful at work and obtain the physical health in the result of this mental peace. Therefore, the spiritual development has significant effect on the management and reduction of stress of the employees. Ultimately, the lack of moderating effect can be for the reason that the employees do not regard the spiritual development as an effective factor in the stress management or even it might that regarding the spirituality in the organization itself causes the increase of mental pressure; either for the individuals who show no inclination to the spirituality and are obligated to consider it or the ones who are aspirant to the spirituality and have no time, place and

environment to resort to the spirituality. So, the spiritual development has not could affect the relationship between the social discipline and the stress management.

Suggestions derived from research results

The results obtained from testing the research hypotheses revealed that the social discipline has positive and meaningful effect on the stress management in the executive organs of Rafsanjan city. For increasing the social discipline in the organization, it is suggested that the organization regulate provisions in a writing form and give them to the employees and obligate them to respect the organizational rules and regulations, design the process of performance of affairs, supervise the employees' performance, recognize the principles of performance of affairs, educate the procedure of execution of the obligations to the employees, determine the behavioral organizational patterns expected from the employees, explain the future goals of the organization and the methods of acquiring them to the employees; the obligations be recognized in line with the access to the goals, the organization activities be in line with the goals, the specialists work in the organization with regard to their knowledge, the employees' performance be evaluated in the access to the goals so that it causes the increase of stress management and sense of responsibility in the organization.

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