Problem statement: Lately, we have witnessed the development of a new category of interventions in anxiety targeted to reducing attention bias towards threatening information. Surprisingly, only two studies tested direct causality of attention bias in anxiety vulnerability.

Purpose of Study: to directly test the hypothesis of threatening information bias as a cause of anxiety, by means of using a control group; additionally, we propose to simultaneously test the two competitive hypotheses regarding the effects of attention bias modification programs on the anxiety levels: the threatening information bias hypothesis and the attention control deficit hypothesis.

Research Methods: Using participants with midrange levels of trait anxiety (STAI-T) and a modified dot probe versions, we induced three different attention bias patterns: towards threatening stimuli, away threatening stimuli and towards relevant positive stimuli. The participants from control group performed a neutral attentional training. Before and after the attentional training session, we checked the state anxiety level and the bias level for each participant.

Findings: The results indicate that the participants who preferentially processed threat words had a significantly higher post-training anxiety level (as measured with the EMAS-S scale) compared with pre-training anxiety level (Z=-2.393, p=.017, r=0.58), while the participants who preferentially processed relevant positive stimuli registered a post-training lower anxiety level measured with STAI-S (Z=-2.032, p=.042, r=0.71). There was no statistical difference between the pre and post-training anxiety levels in the control group, but also in participants in which the avoidance of threat words was induced (Z=-1.378, p=.066). Although before they started the attention training there was no significant difference of the anxiety levels between groups, the post-training anxiety level of the participants induced with a positive bias is significantly lower than in the case of participants induced with a negative bias towards threatening stimuli (U=15, Z=-2.288, p=.022, r=0.51), and also compared to the participants who avoided processing the threatening stimuli (U=9.5, Z=-1.921, p=.053, r=0.48).

Conclusions: The present data suggests that the preferential allocation of attention resources towards different types of emotional information may have a causal role in anxiety etiology and it seems that the attention control capacity does not modify the level of anxiety. Raising the bias towards threatening stimuli can have as effect a significant raising of the anxiety state, raising the bias towards positive stimuli leads to a significantly lowering of the anxiety state, while neutral attention training did not produce any change of the anxiety levels. However, because of the reduced number of participants, these results need to be replicated.

Keywords: attentional bias, anxiety, attentional training, attention control, cognitive bias modification
Problem Statement: Cognitive ability tests are very popular in psychological assessment, as they are a cost-effective alternative in offering valuable information about assessed candidates. There is a possibility, though, that the provided results might be biased by other variables.

Purpose of Study: The present research is willing to explore the influence that personality factors might have upon the results of the cognitive ability tests that use abstract design.

Research Method: The sample included 162 students (60% female; 40% male), mage= 22, studying at various faculties (Law, Psychology, Economical Science, Informatics, Technical faculties). The two assessment instruments used were classic tests for personality and cognitive ability, adapted to Romanian population: Revised NEO Personality Inventory, NEO-PI-R and General Ability Measure for Adults (GAMA).

Findings: From the vast amount of correlations between all the 30 personality facets that NEOPIR assesses and the scores at GAMA, we found to be significant only two correlations. Openness to experience-Aesthetics (N=162, m=20.3, SD=4.9) significantly correlated negative with the scores for cognitive ability (N=162, m=36.8, SD= 5.8)(r = -0.21, df=160, p<0.001). Although the effect size is rather small (r2=.04), the negative correlation points the fact that the more opened one is towards the aesthetic aspect of the visual stimuli (such as the abstract design of the test stimuli), the less one is prone to using the general algorithm used by the majority of the population to interpret and correlate visual stimuli, and therefore solve the test items as considered correct by the majority of population and obtain a higher score in the cognitive ability test. Agreeableness – Tender mindness also significantly correlated negative with cognitive ability. Obviously, this result does not necessarily imply a causal relation, as it refers rather to the interests of the person and the impact this interest can have upon the ability that are being developed.

Conclusions: Using abstract design cognitive ability tests in high-stake decisions should be accompanied by a personality inventory that would assess the interest in aesthetics of the subjects, as this personality aspect can bias the results of the cognitive test.

Keywords: personality, cognitive ability tests, abstract figures design, assessment errors
Problem Statement: In most studies on the attention and memory interaction the functional approach is generally used: the development and application of specific research methods conducted, usually, separately for the memory and for the attention. At the same time theories and models of these processes are closely related to each other, but their empirical study is carried out separately.

Purpose of Study: to create a new method that is free of the gap in separated research of attention and memory and that consists the studying the attention and memory interaction while one group of subjects performs the unified task that has demands as to attention as to memory.

Research Methods: A new methodological technique that combines into one task two classic tasks: the memory span task and the Stroop task. So the unified memory span task demands the subject to recall a sequence of the items – Stroop task stimuli (words – color names presented in color font) – immediately after their presentation. Number of items in presented sequence increases or decreases depending on correctness in recall of previous trial. The greatest number of presented items which can be recalled correctly is taken as a subject’s memory span for the Stroop task stimuli.

Findings: The memory span for the group of 18 subjects on the colours of the items in presented series in the neutral condition (5,26) was much greater than in the conflict condition (4,06) but less than in congruent condition (6,21). The difference in the values of memory span in different conditions was statistically significant, with a very high level of reliability (F(2, 51)=63,79, Ms=20,90, p<0,001).

Conclusions: Decreasing of memory span in the conflict condition in compare with neutral condition we named memory Stroop effect. It can be explained by distribution of limited resources of mental effort (attention) on the processes of inhibition of irrelevant stimuli and remembering. Increasing of memory span in the congruent condition — memory facilitation effect — can be seen as the result of influence of automatically activated congruent semantic

Keywords: attention, memory, Stroop task, memory span task, Stroop effect, facilitation effect
Problem statement: When asking people to talk about the motives that keep them in a romantic relation, several empirical studies (see Wilson & Kraft, 1989) have shown that it influences the actual status of the relation and causes attitudinal change.

Purpose of Study: The current study investigates what happens with participants' attitude towards their romantic relation when they are successively asked to list the motives for which they are involved in that relation and to discuss the partner's characteristics that made them more or less satisfied.

Research Methods: Participants (N=24), involved in a relation for more than two years took part in a three Sessions experiment and they had to rate their satisfaction towards their relation and to discuss the motives that keep them together with the partner in each of the experiment's Session. They had to list also partners' characteristics they appreciate the most and the least and to estimate the future of their romantic relation.

Findings: The results show that repeated introspection on the relational status, functional and dysfunctional aspects causes changes in the evaluation on the romantic relation's prospects and content and creates attitudinal polarization in the direction of the listed motives.

Conclusions: The article draw the attention on the use of introspection in working with dysfunctional couples and the importance to be aware that attitudinal polarization could be caused by the listed motives and situations when people are asked to reflect on their relation. Although people might be limited by the motives' availability and the possibility to express them, the listed motives and the reflection on them have serious implications on the way they estimate the relation's future.

Keywords: romantic relation, introspections, attitudes change, attitudes polarization
Topics: Behavioral changes – methodology, concepts and practices
Trust influences interactions among individuals and organizations but has been a difficult concept to define. The Organizational Trust Inventory (OTI) measures three dimensions of organizational trust, as defined by Cummings and Bromiley (in: Kramer and Tyler (eds) Trust in Organization, 1996), believing or feelings that others: keep commitments, negotiate honestly and do not take excessive advantage.
Due to the fact that in Romania, even if the concept was included in some studies as a variable there are few instruments that measure organizational trust therefore I identify a necessity for developing and validating instruments in order to realize analysis that would be useful in assessing and promoting any organizational adjustments.
This paper presents an original adaptation of the OTI for the Romanian population and provides to the literature a validated measure of trust. In order to achieve a reliable, stable, valid and standardized version we followed the guidelines of ITC (Hambleton, 2011). So it can now be used to assess organizational trust. Using a sample of 108 employees the psychometric results shown that OTI-RO has a high level of internal consistency reliability ($\alpha = 0.94$) and it can be used exclusive for equivalent populations.

Keywords: Organizational Trust Inventory, OTI Short Form, Romanian transculturation
PAPER 113. MENTAL ACCOUNT BARRIERS AND TRANSACTION PURPOSE: A ROMANIAN POINT OF VIEW

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Topics: Behavioral changes – methodology, concepts and practices
The present study encompasses the behavioral model of economic behavior and decision making. Using the models provided by Kahneman, Tversky, Thaler and Simonson, the relation between the basic structure of mental accounts, transaction utility and consumer decision making along with perceived comfortability. The procedure was carried out using 87 undergraduate students of Lucian Blaga University of Sibiu, with similar proportions of sexes and with ages varying from 19 to 25. The instrument involved in the study was the factorial experiment, on a 2x2 plot, with several extra differences taken into study. Results have shown that the influence of mental accounting structuring and transaction utility on consumer decision and perceived comfortability is insignificant, taken into account the differences between sexes. The presented results bring knowledge into the economic behavior of the individuals involved.

Keywords: mental accounting, transaction utility, consumer decision, Romanian data
Problem statement: A study of the relationship existent between the level of awareness of self-efficacy and the tendency of self-improvement was needed to help companies improve their personnel selection.

Purpose of Study: This study analyses the relationship existent between the level of awareness of self-efficacy and the tendency of self-improvement.

Research Methods: For this study we used a self-efficacy evaluation questionnaire and a computerized sample from the Vienna Test System-Schuhfried named “OLMT” which represents the motivation to achieve objectives.

Findings: As a result of the evaluations made on students from The Faculty of Psychology and Educational Sciences aged between 20-28 years old, it was proved that there is a statistically significant correlation between the self-efficacy level and the tendency of self-improvement.

Conclusions: The subjects with a higher level of awareness of self-efficacy had a higher tendency of self-improvement.

Keywords: self-efficacy, motivation, self-improvement, achieve objectives;
PAPER 139. STUDY REGARDING THE RELATIONSHIP BETWEEN THE AWARENESS REGARDING SELF-EFFICACY AND THE ATTITUDE TOWARDS WORK

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Problem statement: A study of the relationship existent between the level of awareness of self-efficacy and the attitude towards work was needed to help companies improve their personnel selection.

Purpose of Study: This study analyses the relationship existent between the level of awareness of self-efficacy and the attitude towards work.

Research Methods: For this study we used a self-efficacy evaluation questionnaire and a computerized sample from the Vienna Test System-Schuhfried named AHA which represents the attitude towards work.

Findings: As a result of the evaluations made on students from The Faculty of Psychology and Educational Sciences aged between 20-28 years old, it was proved that there is a statistically significant correlation between the self-efficacy level and the attitude towards work.

Conclusions: The subjects with a higher level of awareness of self-efficacy had a better attitude towards their tasks.

Keywords: self-efficacy, work, attitude towards, tasks;
Problem Statement: Research in the area of work-life balance suggests that many people experience difficulties in reconciling specific roles in work and family life. It is only recently that this issue have been regarded as a phenomenon of broader social and psychological significance due to the negative consequences of the increased inability of finding a ‘balance’ are becoming more and more obvious in modern societies.

Purpose of Study: This study aims to review available information on reconciliation of work-family life conflict in a Romanian context, and outline the main developments, areas of research, and lines of actions.

Research Methods: A critical analysis of information collected during the first part of 2012 have been performed, focusing on five level of interests: a) conceptual level (academic and policy papers and reports); b) strategic: legal and political framework for development; c) implementation: organizational practices and strategies; d) operational: bottom-up projects implemented in Romania during 2009-2012; d) perceived results: media coverage and reports; online user generated content.

Findings: Despite of a wealth of legal and policy information in this area, especially in terms of gender equality issues, limited discussions on how work and family roles can be combined and prioritized, and how they should be harmonized in order to improve the quality of both work and family life in Romania. Either it is about Romanian academia or the public communication sphere, the conceptual development in this field is still weak, as well it is the public awareness on the topic.

Conclusions: From the psychological perspective of conflict analysis, outbreaks of conflicts are dependent on the appearance of particular perceptions, beliefs, attitudes, and motivations, all of which must change for conflict resolution to occur. When discussing about reconciling conflicts between family and professional life, one inevitably comes across various gender aspects, and the non-discrimination principle needs to be taken into account. Reconciliation is both a process, and a result. And such it should be ideally set into motion from the beginning of engaging in specific work / family roles, as part of it.

Keywords: work-life balance, conflict, reconciliation, gender equality, Romania,
Problem Statement: Psychology services in Romania have a special status compared to most European countries’ markets, due to a seemingly potential customers’ low level of accurate information about these services, which apparently triggers their diminished consumption. In this context, the marketing of clinical psychology and psychotherapy services represents a rather hot problem for all practitioners who offer such services on the Romanian market, since the offer is currently greater than the demand.

Purpose of Study: The study focused on investigating the consumption tendencies regarding psychological services and on comparing the openness to both compulsory services (like psychological examinations for different reasons) and non-compulsory services (mainly counseling and psychotherapy).

Research Methods: The research was conducted online. 160 people, aged 19 to 64 years old, with different professional and geographical backgrounds (all from Romania) – selected according to Robert J. Illback’s psychological services consumer profile (2009) – were questioned using a 10-item questionnaire. Chi square and Student tests were used to identify significant frequency and mean differences.

Findings: Half of the persons questioned presently deny the need for psychology services: 10% stated they would never consume such services, while 40% accept this possibility somewhere in the far future. 23.13% admit going to the psychologist only when in need of a proof that they are psychologically fit to drive, to take a course or a job (compulsory situations) or when in a very serious life situation. The 26.67% remaining would pay for such services when in need of personal development, parental counseling, couple psychotherapy etc. Despite the declared need for psychological services, the sample’s level of trust in such services is rather high and the openness of potential customers towards non-compulsory services is significantly higher than the sole openness towards compulsory services.

Conclusions: The results demonstrate the existence of a consistent potential market for non-compulsory psychology services – one that is probably still expanding – and underlines the necessity for promoting these services. For extended conclusions further analysis is needed, but, despite its reduced size, the study draws a few guidelines for psychology services providers in order to create an effective marketing approach focused on the client.

Keywords: non-compulsory/compulsory psychology services, consumption tendencies, marketing psychology
Problem Statement: For we cannot find a recipe that provides certainty in terms of effectiveness of the algorithms behind the strategies of achieving managerial performance, we have initiated a pilot study to identify in a minimalist way the potential predictive indicators of managerial performance, being able to help improve the system for assessing the compatibility between the individual and this type of activity.

Purpose of Study: To identify the potential predictive indicators of managerial performance and their predictive value approximation, with the assumption that divergent thinking, in creativity size, that fluid and crystallized intelligence, and the cognitive inhibition capacity have significant impact on the variation of managerial performance.

Research Methods: Barron Welsh Art Scale was used to measure the divergent thinking as a dimension of creativity; IST R-2000 Test was used to measure the fluid and crystallized intelligence; and INHIBITIE COGITIVA (Cognitive Inhibition) of CAS++ Battery to measure the cognitive inhibition. The instruments have been applied on regional sales managers (N=20)

Findings: A standard regression analysis model was developed where all predictors have been included simultaneously into the equation, each evaluated independently of the effect of the other variables included. The most important aspects revealed by this research are the predictive values of the four variables introduced into the study. We have ascertained that divergent thinking explains the performance variance in proportion of 41%; fluid intelligence explains it in proportions of 16%; cognitive inhibition, in proportions of 25%; while crystallized intelligence explains performance variance only in a proportion of 6%, and the remaining 9% is due to exogenous factors.

Conclusions: The main issues arising from this study are the predictive values of the variables studied, observing that one of the strongest predictive indicators of managerial professional performance are divergent thinking and cognitive inhibition, as important as fluid intelligence and crystallized intelligence.

Keywords: mobbing, predictors, early intervention, sociometric test, interview
Problem Statement: Because the phenomenon `mobbing` is not sufficiently known and because it has devastating effects both on individuals(victims) and organizations(productivity), we have initiated a literature review aiming to synthesize the main opinions in the domain in order to better define the phenomenon, to stress the benefits of identifying it and disseminate better the concept.

Purpose of Study: The purpose of our study is to identify the main opinions in the domain, regarding mobbing at workplace, to synthesize and expose the specific behaviors, in a new research that can offer a clear and summarized description of the stages of the phenomenon and also the effects that can be identified.

Research Methods: We explored, found, evaluated other studies in the domain, selected the more relevant and important researches, we organized and synthesized them in our study.

Findings: Although we have noticed that the mobbing is a phenomenon not sufficient addressed in the literature, we found two relevant approaches, one from Scandinavian reality and one, closer to the Romanian context, from Italy-the Italian Ege model. We synthesized them and exposed the benefits of identifying, in time, the phenomenon.

Conclusions: We exposed the 4 stage model of mobbing(after Leymann) and also the 6 phasis model of Ege, also named the` italian` model and we finally stressed the benefits of identifying the phenomenon: the effects of mobbing on the victim, consisting in health problems, financial and social problems can be stopped, if intervene on time.

Keywords: Mobbing, organization, intervention, victim
Problem statement: An important area of research in the experimental psychology is represented the features of episodic memory. This study is based on the practical in terms with episodic memory Alzheimer to people and those without the disease.

Purpose of Study: The aim of the study is to investigate how episodic memory begins to decline if Alzheimer's disease in persons under treatment.

Research Methods: A questionnaire was used to assess episodic memory on each 10 persons with Alzheimer and 10 persons without Alzheimer, aged 55-83 years, in Bucharest, Romania.

Findings: Relevant differences exist in the episodic memory in subjects suffering from Alzheimer both quantitatively and qualitatively, than those without the disease in terms of decreased ability episodic memory.

Conclusions: Different strategies and methods of therapy can improve the low level of episodic memory in persons with Alzheimer, and forming a space to secure the confidence, so these people need to be identified and they need help. These losses of memory have quantified the various functions specific. The stimulation provides exercises of record, evoking memories, language and writing.

Keywords: experimental psychology, episodic memory, Alzheimer's disease
PAPER 159. GENDER DIFFERENCES ON REACTION TIME AT MULTIPLE VISUAL AND AUDIO TASKS IN YOUNG ROMANIAN STUDENTS

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Reaction time defines the time between stimulus and response or the time required for a subject to respond voluntarily to a stimulus. Therefore, reaction time measures the speed that a subject responds to an experimental task. Time reaction is recognized as an important ability of humans and it involves the coordinated vision and hand movement time reaction to visual and auditory tasks.

The objective: this study wants to determine if there is a gender difference on reaction time.

Hypotheses: There are statistically significant differences in male versus female time reaction.

Method: Participants were 64 undergraduate students from Faculty of Psychology and Educational Sciences, 32 males and 32 female, aged between in order to study these differences. Instruments: DT test from Vienna Test System. Results: The results confirmed the hypothesis that there is a significant difference on reaction time between males and females (p<0.05).

Conclusions: Time reaction is an ability that can optimize road driving in condition to be an average time reaction. Either very short or very long time reaction could be an impediment in road driving.

Keywords: time reaction, time reaction to visual stimuli, gender differences in time reaction.
Problem Statement: It has been suggested that the recidivism prediction has important social and economic involvements for the inmates rehabilitation programs, for the conditional release decisions and for those of social control, but also for the inmates’ families and for community.

Purpose of Study: In this study I want to make a comparative analyses between the women deprived of freedom incarcerated for the first time and the ones with multiple convictions. Likewise, this study represents a step from a big magnitude work, in which there will be made some tables for recidivism prediction. Thus, another objective of the study is to establish a set of recidivism predictors for women.

Research Methods: The anamnesis questionnaire, the questionnaire of hostility, the questionnaire for shame and guilt

Findings: We can say that the age at the moment of the first condemnation, the duration of the first condemnation and the type of crime at the moment of the first condemnation represents significant predictors of crime recidivism to women.

Conclusions: The establishment of a set of recidivism predictors is very important for reducing recidivism. If we take in consideration the fact that one of the attributions of the Romanian prison system is the reintegration into the society of the inmates, besides their custody, then we can say that these predictors can help to the accomplishment of this role. Likewise, on the basis of these predictors can be elaborated specific educational programs which can help to the reinsertion of the inmates after release, having in mind the fact that the prison role finishes once the inmate is released.

Keywords: recidivism, shame, guilt, hostility
Problem statement: Although literature underlined the essential role of stakeholders in development of organizational identity, there are relatively few studies investigating this topic. This research focus is more stringent in the case of public organizations (e.g. police organizations) that have a strategic role in safety and security of the citizens.

Purpose of Study: To investigate the organizational image, identification and performance of a Romanian police force from the perspective of 50 citizens. First, the core and the peripheral characteristics of the organizational image were identified. Second, the associations between various organizational identification aspects and multiple organizational performance dimensions were examined.

Research Methods: The 21-Statement Test was used to collect data about characteristics of the police organizational image. The statements were evaluated with a 9-point Q-sort distribution according to their degree of importance for the police organizational image. Afterwards, three aspects of the policemen's identification with organization (identification with organizational success, organizational membership, defending the police organization when it is criticized) were measured, each with a single item on a 7-point Likert scale. A similar measurement scale was used to collect data about multiple dimensions of organizational performance such as: the degree to which the police force performs very well on the requirements set by the formal authority and their internal priorities, the degree to which their internal priorities are well aligned with the requirements set by the formal authority and stakeholders' expectations.

Findings: Analysis of the 1206 statements revealed that "safety" was considered a central characteristic of police image, while "uniform" was perceived as a least characteristic aspect. The results revealed that a strong identification with the organizational success positively associated to all dimensions of the police organizational performance. Furthermore, a strong organizational membership positively associated with a good alignment of the police internal priorities with stakeholders' expectations. Defending the police force when it is criticized is not significantly associated to any dimensions of the police organizational performance.

Conclusions: These results reveal the need of the police organizations to continuously investigate how their organizational identity is perceived by their stakeholders and how these perceptions influence the accomplishment of their responsibilities.

Keywords: organizational image; identity with organization; organizational performance; police organization; citizens' view.
Problem statement: Knowing and highlighting a link between gender and motivational and cognitive aspects that shape attitude towards work may be useful in streamlining the process of recruitment and selection in the corporate environments.

Purpose of Study: This research aims to study gender differences on attitudes towards work among young students. The overall objective of this research is to highlight the link between gender and attitude towards work. General hypothesis of this research is that gender influences cognitive and motivational aspects regarding the attitude towards work.

Research Methods: this research have participated a number 90 subjects aged 18 to 24 years, students of the Faculty of Psychology, University of Bucharest, of both gender (45 female students and 45 male students). The participants in this research have performed three subtests of the test battery AHA (Attitude Towards Work) Schuhfried. The first subtest "Comparison of surface" measured impulsivity and reflex acts, the second "Coding Symbols" measured the level of aspiration and frustration tolerance of the subject, and the third subtest "Differentiation of forms" measured the motivation for performance.

Findings: After statistical processing of data, the results confirmed statistically significant differences between genders in the measured values of subtests of the AHA battery.

Conclusions: In conclusion the research results have confirmed the general hypothesis of this paper, therefore, gender influences the cognitive and motivational aspects on the attitude towards work.

Keywords: gender, cognitive feature, motivational feature, attitude, work
Problem statement: I consider that the study of the cognitive and behavioral dimension of the anxiety and the reactivity to multiple stimuli targeting the stress tolerance response, attention and speed of response, from a gender perspective to be very useful. This type of study is particularly useful in improving the recruitment and selection of staff. This study can bring important information in detecting vulnerability to stress.

Purpose of Study: This research aims to study the impact of the gender differences on the response to multiple stimuli and cognitive and behavioral aspects of anxiety. The overall objective of the research is to highlight the link between gender and reactivity to multiple stimuli and cognitive and behavioral aspects of anxiety. The general hypothesis of this research is that there are statistically significant evidence that gender influences reactivity to multiple stimuli and the level of cognitive and behavioral anxiety.

Research Methods: In this research participated a number of 100 subjects aged 18 to 24 years, students of the Faculty of Psychology, University of Bucharest, of both sexes (50 female students and male students). Research participants filled in a questionnaire on anxiety, with a total number of 20 items covering the cognitive dimension and the behavioral dimension of anxiety, designed by the author, and have conducted a test on the computer, from the battery Schuhfried, DT sample (test of determination), which measures the reaction to stress tolerance, attention and speed of reaction.

Findings: After statistical processing of the data, the results confirmed statistically significant differences between gender in the measured values of Determination Test of the Schuhfried battery and the cognitive and behavioral aspects of anxiety measured with the questionnaire.

Conclusions: The research confirms the general hypothesis of this paper, therefore, the gender has a statistically significant influence on the reactivity to multiple stimuli and the level of cognitive and behavioral anxiety.

Keywords: gender, anxiety, reaction time, stress tolerance, attention
PAPER 57. THE DEVELOPMENT OF A BEHAVIORAL ANCHOR SCALE FOR THE PERIODICAL EVALUATION OF DIVERS

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Topics: The relation between client and provider of psychological services – challenges, conditions and ethics

The issue: The study refers to the periodical evaluation of staff work performance with tools as objective and as independent on the personal equation of the assessor as possible. The paper is based on the Landy-Farr model (1983), according to which the process of evaluation or staff grading is influenced by variables relating both to the assessor and the assessed evaluation context.

Purpose of Study: The development of a scale with behavioral anchors (SEAC) to assess work performance of divers (N=221) that meets to the highest degree the psychometric requirements, folding as efficient as possible to the specific activities carried out by divers.

Research Methods: The critical incident method (Flanagan, 1978) used in order to identify the performance criteria of the diving profession, observing work activities, EPQ personality inventory (Eysenk 1962), and advanced statistics to test working hypotheses.

Findings: As a result of using the critical incident method 112 critical incidents were collected from 45 diving supervisors. The analysis of reported cases successfully identified 18 factors that influence the diving activity, of which only 8 professional dimensions were retained (team spirit, work responsibility, work discipline, professional knowledge, cognitive flexibility, self-control, communication skills, sociability).

The methodological approach in the development of the scale with behavioral anchors contained five steps (Pitariu, 1993): 1. Identifying and defining the work dimensions (N = 10), 2. Generating behavioral examples (N = 20), 3. Retroverting behavioral examples (N = 30), 4. Scaling of items (N = 40), 5. Experimenting assessment sheets (N = 60). The intercorrelation of the assessment scale size and of professional performance evaluation revealed a moderate degree of covariance between these dimensions (r ranging between .14 and .64). In order to check the extent to which some personality factors influence the accuracy of evaluation, participants were divided into four groups based on their scores on Extraversion and Neuroticism. The test results obtained by using “chi square” test show that stable extroverted evaluators (sanguins) and stable introverts (phlegmatic) are more indulgent in evaluating subordinates, than instable extroverted evaluators (choleric) that are less indulgent, while unstable introverts (melancholics) tend to reach the extreme notes of the scale.

Conclusions: The results of the research prove the usefulness of the scale in the human resource management of divers and in providing an effective feedback to the people being evaluated.

Keywords: behavioral anchor scale, divers evaluation, human resource management of divers
Problem Statement: Promotions play an important role in organizations, but there is little theoretical background approaching this subject. Organizations make promotions in order to have managers that best fit with the job and, for that is interesting to find the personality traits that correlate with promotion.

Purpose of Study: The objective of this study was to analyze the personality traits differences between first-line managers who got a promotion on superior positions and managers without professional evolution, in a retail organization. Another aim of the research was to analyze the relation between performance evaluation and promotion.

Research Methods: California Psychological Inventory (CPI-260) was administered to all the participants to the study (N = 68) and performance data were collected from annual employee appraisal, in the same period. Promotion was analyzed five years after data collection. Promotions were considered an objective way of measuring managerial potential over time by realizing a longitudinal study.

Findings: For testing the differences between groups it was applied independent sample T-test. Results show that managers with promotion have on almost all scales higher results, with significant differences on achievement via conformism, conceptual fluency, insightfulness and work orientation (p < 0.05). There is also a significant correlation between performance evaluation and promotion, measured five years after performance data collection. Results show that performance appraisal can be used as an objective criterion for detecting the employee’s professional evolution potential.

Conclusions: This study approaches an important process for organizations, with practical results: employee promotion. The analysis of managers’ personality traits having as a variable professional evolution (promotion) can be used in the complex process of talent management. Another important finding is the significant correlation between evaluation and promotion showing that evaluation is a trustful criterion when detecting potential. For further paper, it would be interesting to extend this research to other retail organizations.

Keywords: employee promotion, professional evolution, employee potential, personality traits, performance appraisal
Problem Statement: One of the main ambitions of Psychology practitioners was to identify different predictors for professional performance. In their view, the identification of predictors can have a significant contribution to the diagnosis and intervention procedures in the educational field.

Purpose of Study: to examine students (N=116) to determine the relation between the academic performance and personality, implied at first the identification of those components of personality that are relevant for the prediction of professional performance and to identify the degree to which they can be generalized and their independence of the measurement tool applied.

Research Methods: The personality assessment tool used to measure the five dimensions of the Big Five model in the first lot was NEO-PI-R (Costa, McCrae, 1992). The second tool used was the Big Five Adjectives (Caprara, Barbaranelli, Borgogni, 2002). The data of the participants’ academic performance was collected at the end of the 2009-2010 university year.

Findings: The proportion of academic performance which is explained by Conscientiousness is relatively small, this factor being responsible for only 2% of the academic performance variant. For the facets, none of the 30 dimensions assessed by questionnaire manifested significant correlations with academic performance. The correlations with the highest magnitude were recorded for the following facets: Self-discipline ($r = .201, p = .06$), Anxiety ($r = .13, p = .22$). There are two components of the Big Five model, measured with BFA, Conscientiousness and Emotional Stability, which have significant relation with academic performance. Nevertheless, the proportion of the academic performance variant explained by the two dimensions is relatively small. Within this sample, the relations between the Big Five model components are stronger than those obtained within the general Romanian normative sample.

Conclusions: out of all five major domains, the only predictor that can be generalized and that can be significantly related to academic performance is Conscientiousness. At the level of facets, not one of the dimensions measured by NEO-PI-R is related with academic performance. This can occur due to the low variance of scores within the used sample, in comparison to the variance obtained in the general normative sample

Keywords: personality, predictor, academic performance, Big Five model
Problem Statement: Professional satisfaction is a central variable in work and organizational Psychology. The importance of interpersonal relationships is also pointed out by many researchers. In this study we intend to show other aspects regarding the relation between these two variables.

Purpose of Study: Our concrete aim in this study is to answer the following questions: 1. Can professional satisfaction be influenced by interpersonal relationships, as perceived by the employees? 2. Can interpersonal relationships among co-workers and those among workers and superiors influence professional satisfaction?

Research Methods: The three applied questionnaires were built, test piloted and then used in the present study. Participants were instructed to fill in the questionnaires and they were also informed that the data had a personal character and would remain confidential.

Findings: There is a strong connection between interpersonal relationships with the superiors and professional satisfaction. The level of professional satisfaction could rise for 32 out of 100 employees, if their interpersonal relationships with their superiors improved. There is also a strong connection between interpersonal relationships with the co-workers and professional satisfaction. The level of professional satisfaction could rise for 41 out of 100 employees, if their interpersonal relationships with their co-workers improved. The two predictors (interpersonal relationships among co-workers and interpersonal relationships with the superiors) lead us to a statistically significant regression model (F= 17.82, p<0.001) which is able to explain 53.5% of the evolution of the dispersion of professional satisfaction within an organization. We can state that these two predictors have a high level of prediction; moreover, interpersonal relationships among co-workers have a higher level of prediction than interpersonal relationships with superiors (-6.34 compared to -5.1).

Conclusions: The variable interpersonal relationships with the co-workers has a greater level of prediction than the variable interpersonal relationships with the superiors. Taking into account the fact that interpersonal relationships represent one of the many factors that can influence professional satisfaction and even work performance, we consider that organizations should place more emphasis on their improvement, especially in the context of the present economic crisis, when material rewards are more decreased.

Keywords: professional satisfaction, interpersonal relationships, banking organizational environment
PAPER 47. BURNOUT SYNDROME AND WORK ACCIDENT

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**Problem Statement:** The European Working Conditions Survey emphasized the fact that the professional diseases associated with psychological stress are growing in number in the EU’s member states.

**Purpose of Study:** The aim of this paper is to analyze the effects of stress and of the Burnout-Syndrome over the self-esteem of the people that have demanding activities at work, irrespective of their field of activity.

**Research Methods:** Maslach Burnout Inventory, (1986), Questionnaire for identifying the accident severity level at work (personal device), Self-Esteem Scale, S.E.S, Rosenberg, 1965. The lot of research is composed of 18 men (6 subjects employed in the petrochemical field, 6 employed in the field of distribution, 6 employed in the field of constructions) aged from 23 to 48 that underwent various work accidents.

**Findings:** Burnout Syndrome is closely related to the severity of work accidents as demonstrated by a significant direct correlation r=0.748 at a significance threshold p<0.0001. The correlation coefficient recorded between the level of fatigue syndrome and the level of self-esteem is r=-.794, negative coefficient, at a significance threshold p<0.0001 (the higher the level of fatigue syndrome, the lower the level of self-esteem)

**Conclusions:** The imbalance between the work capacity of a person and the demands that have to be met by a person, leads to exhaustion and the occurrence of Burnout Syndrome that leads to work accidents. It is imposed psychological counseling of the persons, not only to prevent the Burnout syndrome but also to prevent work accidents.

**Keywords:** professional disease, work accident, self-esteem, burnout.
PAPER 84. PERCEPTION OF WOMEN AS MANAGER. THE DIFFERENCE OF ATTITUDES BETWEEN EMPLOYEES AND NONEMPLOYEES

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Problem statement: The phenomenon “Think manager – think male”, consisting of the correspondence between masculine characteristics and managerial positions, is a global one, especially among males.

Purpose of Study: The objective of the study is to measure the attitudes toward women in managerial positions within an organizational context (of the employees) and academic (of the students in managerial domain).

Research Methods: Subjects: 57 employees of a multinational, 116 students of managerial field, 131 students from outside the managerial field. We applied WAMS scale (Women as manager scale) to identify stereotypical attitudes on women managers. Authors: Peters et al. (1974). The scale includes 21 items representing three factors:
- General acceptance of women as manager (10 items);
- Feminine barriers in full time employment of female individuals (5 items);
- Personality traits attributed to managers (6 items).

Findings: The result shows that men (employees and nonemployees) have reduced favorable attitudes compared to women concerning women manager (group employees: Male-Females, t = -4.54; group students of management: Males-Females, t= -4.84; group students in other field t = -3.86). Regarding those females, the students of managerial field differ from two other groups of females (women employees and female outside managerial field) with a positive perception of feminine management.

Conclusions: The broad existing vision by which women are less than men holding characteristics and managerial capacity is confirmed in the present investigation. Results according to which men have more negative attitudes toward women occupying management positions reflect the degree to which society accepts women as key factors in management.

Keywords: women, manager, attitudes
Problem statement: There is a great consensus that managerial competencies are linked in a complex way to managerial performance, being the main requirements for consistent performance over time. The research is based on many findings and models in organizational researches, starting with Campbell model of competencies and continuing with many other (McClelland, 1973; Burgoyne and Stuart, 1976; Boyatzis, 1982; Fletcher and Dulewicz, 1984; Spencer, 1993; Sanghi, 2007).

Purpose of Study: To assess how different core competencies of managers (N= 210) are linked to managerial performance, on different levels of managerial complexity (Top Management N1= 37, Middle Management N2= 77, Supervisors N3= 96).

Research Methods: The competencies levels were determined by integrating in a composed score of different result achieved with different method (assessment center, 360 degree feedback, GMA test, personality and motivation measures). The respondents were managers from three Romanian companies, performing in IT, Real Estate, Educational Services.

Findings: Using SPSS Regression analysis procedure, Enter method, the following variables: IQ, Motivation, Global Managerial Potential, and six core competencies: Q1 Results Orientation, Q2 Strategic Thinking, Q3 Collaboration and Influence, Q4 Team management, Q5 Transformational Leadership, Q6 Learning explained the following variance of performance ratings for 2011: R² = .939, F(37)= 36.34, p<.01 for top management, R² = .499, F(77)= 5.985, p<.01 for middle management and R² = .292, F(96)= 3.194, p<.01 for supervisors. Using Stepwise method the best model of regression for top management explained R² = .848, F(37)= 39.07, p<.01 of managerial performance, for middle management R² = .415, F(77)= 10.22, p<.01 and for supervisors R² = .208, F(90)= 11.57, p<.01. The competencies selected by the model were: for top management Influence and collaboration, Strategic thinking, Learning, Motivation, and self-assessment of learning capacity(from 360 degree feedback), for middle management Influence and collaboration, Team management, Strategic thinking, Transformational leadership, and for supervisors Team management.

Conclusions: Core competencies are more important for top managers and less important for middle and first line of managers in determining managerial performance. The most important competencies differ across the managerial levels.

Keywords: managerial core competencies, managerial performance, managerial level
PAPER 97. PERSONALITY TRAITS THAT FOSTER AMBULANCE WORKERS' PROFESSIONAL PERFORMANCE

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Problem statement: The ambulance workers represent a professional category submitted to very difficult working conditions involving the great risks their patients, as well as themselves, are exposed to. The decisions regarding their patients' health and life, that they have to make within seconds, the traumatic events that these professionals live every day have a significant impact on their performance as well as their quality of life. Also, the impact extends to all patients benefitting from their services.

Purpose of Study: The present study explores the personality factors, the individual psychological characteristics that foster the ambulance workers' performance, efficiency and adjustment to the difficult working conditions.

Research Methods: The research has been carried out on a sample of 458 subjects, employees of Bucharest-Ilfov Ambulance Service (SABIF) who work directly with patients: doctors, nurses, drivers and telephone operators. Using as reference information the periodical professional evaluations for the year 2011, the study analyzes the differences between top employees (who achieved best scores on tests and performed the largest number of interventions) and others regarding personality traits and other relevant variables: time perspective, sensation seeking. The instruments used for data gathering are: The Big Five©plus Personality Inventory, authors Constantin, T et al., Zimbardo Time Perspective Inventory, and Sensation Seeking Scale (SSS) author Zuckerman, M.

Findings: The research results lead to several key points for drawing personality profiles relevant for the different professional categories of ambulance workers. Also, they identify the personality traits relevant for a high level of performance in this field.

Conclusions: The study covers a research topic with direct implications for the field of human resources in emergency medicine, specifically for ambulance services. The research results will contribute to training projects for social skills designed for ambulance workers and will lead to a better understanding of the factors that facilitate their professional performance and adjustment.

Keywords: ambulance workers, personality, time perspective, sensation seeking
PAPER 144. THE INFLUENCE OF EXPOSING TO "STOP ACCIDENTS" ADVERTISING CAMPAIGN TO THE PERSONALITY OF THE DRIVERS AND THE TENDENCY IN RISK ASSUMING BEHAVIOR.

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Problem statement: In the context of the rapid development of the motor transportations and the increasing number of traffic accidents, resulting in loss of life, injury or mutilation involved and not least the psychological effect that are involved in an accident that results in the human victims, both for those directly involved, their families, and witnesses, we considered beneficial to approach a theme that aims to study how media campaigns for preventing traffic accidents help to reduce the appearance of such trauma with considerable effects both in development plan and maintain the psycho-individual integrity, as well as physical integrity, the continuation of life in terms of financial standing.

Purpose of Study: The main objective of this paper is to study the level that advertising campaigns "Stop Accidents" have an influence on specific personality, measured by four dimensions: emotional stability, sense of responsibility, self-control and need for excitement to drivers and tendency of risk-taking in terms of traffic to people who watched the first such campaign and those who have not watched.

Research Methods: Research was performed on two independent samples, chosen randomly, consisting by 32 subjects each, fully amateur drivers for both control group and experimental group, aged between 19 and 25 years, mostly students. Also we excluded those who were in possession of a professional license for being allowed to accept only those with car license (category B) and those allowed for motorcycle (category A). Test used in research were, Inventory of Driving-related Personality Traits (IVPE) and Vienna Risk-Taking Test Traffic (WRBTV) that is an objective test of personality, tamper resistant, to assess individual risk-taking tendency in traffic situations using the latest technology including multimedia items.

Findings: After statistical processing performed using t test for two independent samples showed results reject the hypothesis that drivers who watched a social advertising campaign "Stop Accidents" differ on specific personality drivers (emotional stability, sense of responsibility, self-control, the need for excitement) and risk-taking tendency in traffic situations, for drivers results how not watched such a social advertising campaign. The effect size index indicates a weak association between the results of drivers who have viewed an advertising campaign "Stop Accidents" and those who have not watched.

Conclusions: Thus, we can think of several reasons that could affect the processing of social advertising campaign in the experimental group. We can report the results that the campaign group presentation experience it was quite short (about 5 minutes), subjects will be unable to process the true value given in the advertising, despite of having a strong negative emotional meaning.

In conclusion, besides elements that should be ancillary nature and are taken to reduce the number of accidents, must be considered with a degree of seriousness and rigor and may emphasized the period of training young drivers, which should provide an example to secure good road user.

Keywords: advertising, campaign, personality, drivers, risk, behavior
PROFESSIONAL DYNAMICS IN TRANSITION PERIODS. IS THERE A RELATION BETWEEN THE PROFESSIONAL STATUS AND THE PROFESSIONAL IDENTITY OF NURSES?

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Problem statement: The professional identity is often developed in relation to the concepts of professionalism and professional self-image (Öhlén & Kerstin, 1998), and closely connected to the perceived professional status of the individual, as a result of practicing a certain profession.

Purpose of Study: This study aims to identify how Romanian nurses perceive their own professional status in relation to other health professionals, and if these perceptions have an impact on the professional identity of the investigated nurses.

Research Methods: A questionnaire developed by Burford & al. (2011) for the assessment of profession related emotions, attitudes and behavior was translated, adapted and distributed to more than 600 nurses, participants in the yearly nursing conference organized in Bucharest. The questionnaire included items reflecting constructs in the following areas: professional identity, professional status, adherence to ethical practice principles, interactions with patients, interactions with staff, reliability, competence and knowledge, pride in the profession, appearance, flexibility, behavior outside work and the organizational context.

Findings: Findings indicate that the more nurses perceive their professional status as being of a lower level than that of other professional categories working in the health care fields, the less they are motivated to stay in the profession. Also, while being a nurse is perceived more like a vocational choice where the main motivators for choosing the profession should be values-related, financial factors play an important role in the decision of staying in the profession.

Conclusions: Dynamic interrelations between the perceived level of professionalism and professional status – on one side – and professional identity and competency – on the other side – have been identified. Systemic factors that might play a role in the above mentioned dynamics are discussed.

Keywords: Professional identity, Perceived professional status, Nursing profession
Occupational stress is a major problem of our modern days. Hence, it is responsible of many psychical and physical illnesses.

**Objective:** to evidence the correlation between occupational stress, mental and physical stress and satisfaction in IT organization.

**Hypotheses:** there is a strong statistically significant correlation between stress level and physical health at employee participating at the study. There is a strong statistically significant correlation between stress level and mental health at employee participating at the study.

**Method:** Participants were 40 employee age between 25 and 47 years old, in an IT company from Bucharest. The instrument is CAPES stress questionnaire (Aniței & Chraif, 2012).

**Results:** Applying pearson correlation test the hypotheses were confirmed (p<0.05).

**Conclusions:** high level of stress correlate statistically significant with low level of mental and physical stress and also with high level of work performances and work satisfaction in IT specialization.

**Keywords:** Occupational stresses, mental and physical stress, work satisfaction.
Evans and Gilbert (2009) mentioned core competences for integrative psychotherapist. These competences are basic integrative psychotherapist abilities and skills for acquiring high performances in psychotherapy. Mentioned authors evidence the following competences: to monitor the therapy progress; to be empathic, to create a secured environment, to show sincerity, receptivity, self-acceptance and many others developed in the present paper. Defining competencies is important both for the Organization and for the therapist as well. Competencies are forward-looking in the same way with the development of globalization Chraif, Aniţei (2011). Either in organizations or in therapy competencies provide a sound basis for consistent and objective performance standards by creating shared language about what is needed and expected by the client. Core competences can be measure by different types of scale. Analyzing previous Behavioral Anchored Rating Scales Maiorca showed the following 8 steps in developing them:

1. Gathering Critical Incidents;
2. Sorting Critical Incidents into Categories;
3. Analyzing Categories;
4. Developing Critical Incidents;
5. Scale Retranslating;
6. Developing Numeral Scale Values For Critical Incidents;
7. Preparing Final Instrument Draft;
8. Reliability, Pretesting And Debugging.

In this way, applying Maiorca steps as for other types Behavioral Anchored Rating Scales any evaluator can use the BARS approach to evaluate any psychotherapist in order to highlight the levels of competence achieved.

*Keywords:* Behavioral Anchored Rating Scales, Integrative Psychotherapy, core competences, Critical Incidents.
Role Play is a very well-known technique used in trainings, group development interaction, and many others domains.

The objective of the study is to highlight improvements in group development interaction optimization at young Romanian gained in integrative psychotherapy working groups.

The method: The participants were 38 youngsters, aged between 21 and 28 years old (m=24.36; S.D.=2.08), rural and urban areas, male and female students at social and behavioral sciences from different faculties from Bucharest. The instruments: Locus of control Scale and Group Development Interaction Optimization Scale (Chiriac & Chraif, 2012).

Results: By using evidence-based methods focused on group development interaction optimization in integrative psychotherapy, statistically significant differences were obtained for the Locus of control Scale and Group Development Interaction Optimization Scale (p<0.05).

Conclusions: The Role Play technique in group development interaction optimization has successfully results by involving in verbal, nonverbal and performances tasks the participants. Hence beside theoretical framework in group development, Role Play action involves participants in interactive games optimizing their abilities and skills for interactions and relations.

Keywords: interactive Role Play, group development interaction optimization, integrative psychotherapy.