

Research Paper

Social Support, Responsibility, and Organizational Procrastination: A Mediator Role for Basic Psychological Needs Satisfaction



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ABSTRACT

Objectives This study examined basic psychological needs satisfaction (i.e. the need for autonomy, competence and relatedness) as a mediator between social support, responsibility and organizational procrastination among school counselors.

Methods A descriptive correlational study design was used. Using the census method, all the school counselors of Sabzevar were selected. The subjects completed the Vaux Social Support Appraisals Scale (SS-A), Tuckman Procrastination Scale (TPS), responsibility subscale of the California Personality Inventory (CPI) and the Basic Needs Satisfaction in Relationships Scale.

Results There is a statistically significant negative relationship between components of social support and organizational procrastination ($P < 0.05$). Structural equation modeling analysis indicates that satisfaction of basic psychological needs mediates the relationship between social support and organizational procrastination ($P < 0.05$). The mediator role of basic psychological needs satisfaction in the relationship between responsibility and organizational procrastination was not confirmed.

Conclusion Basic psychological needs satisfaction play a significant mediating role in the relationship between social support and organizational procrastination of the school counselors.

Key words:

Need, Social support, Responsibility, Procrastination

Extended Abstract

1. Introduction

Procrastination is a gap between intention and behavior, characterized by doing less urgent tasks compared to more urgent ones, or preferring more pleasurable things over less pleasurable ones and thus postponing impending tasks for a later time. Procrastination in the long run affects a person's physical and mental health and is associated with many social and economic damages. Thus, it is important to understand what reduces procrastination and consequently decreases the psychological distress or

sufferings of the individuals. Some researchers suggest that some factors such as irrational beliefs, self-esteem, self-prevention strategies, distress, anxiety and loneliness are predictor variables of procrastination. Multiple studies have considered social support as an important predictive factor for mental and physical health. Many investigations have demonstrated the association between procrastination and the component of social support. These studies have suggested social support as a factor that reduces job procrastination. In addition to the social support, responsible individuals are one of the factors reducing job procrastinations, since responsibility enables the individual to do more in minimum time by strengthening the attributes such as prudence, thoughtful actions, effective organization and

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optimal time management. Responsibility acts as a factor to satisfy the mutual needs of people in the society and promotes social solidarity. Basic psychological needs provide the necessary conditions for psychological growth, coherence and well-being of the people and explains the widespread underpinnings in the human behavior. It seems that basic psychological needs play an important role in job efficiency. This study aims to investigate the mediator role of basic psychological needs in the relationship between social support and responsibility with job procrastination among the school counselors.

2. Method

The present research is based on the structural equation model. All school counselors in Sabzevar were selected by the census method. It should be noted that the population size has been estimated to be 130 individuals according to the studies performed. Out of 130 counselors, 7 people refused to cooperate and the research sample was reduced to 123 subjects. The tools applied in this study included the Social Support Questionnaire (SSQ), Tuckman Procrastination Scale, Responsibility subscale of California Psychological Inventory and Basic Psychological Needs Satisfaction Scale-Relationship Domain. To analyze the data, structural equation analysis and path analysis methods were employed using the statistical software of SPSS-24 and AMOS-22.

3. Results

The results indicated that basic psychological needs play a significant mediating role in the relationship between social support and job procrastination ($P < 0.05$). But basic psychological needs have no mediator role in the relationship between responsibility and job procrastination ($P > 0.05$). Further, there was a significant relationship between social support and its components with job procrastination ($P < 0.05$), but no significant relationship was found between responsibility and job procrastination ($P > 0.05$).

4. Discussion

Based on the results of this study, it seems that social support among the school counselors is even more crucial than responsibility and unlike responsibility, which had no significant relationship with job procrastination. Social support can have a determining role in job procrastination since its existence improves confidence and self-competence and tests new experiences so that social support can be regarded among the strategies to modify the negative psychological pressures caused by the job. A supportive working environment is the most important factor to create job satisfaction for teachers and counselors because social support decreases the impact

of psychological pressures and minimizes the effects of an unpleasant experience by increasing the proper understanding of stressful events. Besides, it creates mutual obligations because of which the individual feels that he is loved, cared and is valuable, these are directly related to reduced job procrastination and increased internal motivation to work.

As a result, the importance of providing such support on the part of educational officials is quite clear. Moreover, it was determined in the present research that basic psychological needs play a significant mediating role in the relationship between social support and job procrastination. In explaining this finding, it can be stated that according to the self-determination theory developed by Deci and Ryan, humans are motivated intrinsically and internally to engage in activities that are interesting to them, have an optimal challenge that is naturally pleasurable. This theory assumes that basic psychological needs satisfaction is essential for effective internalization of behaviors, psychological growth, motivation and well-being. For example, the need for self-command refers to the experience of a sense of choice, approval and free will in the beginning and completion of behavioral activities.

With respect to the raised concepts and the motivational forces created by the basic needs in the individuals, basic needs can be seen as an effective factor in reducing procrastination. Therefore, if the organization is a source that meets the need of employees, then a give and take relationship is formed in connection with the relationships between employees and the employer. In this context, the organizational support theory states that the creation of supportive relationships among employees leads to the formation of employees' overall view about the organization's support for themselves. In exchange for this support, they pay attention to the goals of the organization and their realization. In other words, when the organization considers the welfare of its employees, they mutually show more commitment and better performance in return for this consideration. Hence, it can be said that basic needs have a significant mediating role in the relationship between social support and job procrastination. So, it is better to put the satisfaction of these needs on the agenda of the relevant authorities. Given the small sample size and use of the correlation method which make causal conclusions impossible, further research is needed to confirm the accuracy of the results obtained in this study.

Ethical Considerations

Compliance with ethical guideline

This research was conducted with the approval of Research Council of Hakim Sabzvari University and written informed consent was obtained from all participants.

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Conflict of interest

The authors declare that they have no conflict of interest.

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