

﴿ ۱۱۰ ﴾

•

( )

(p < / )

( ) ( )

. [ ]

« »

» : (Murray) . [ ] . [ ]

(Tension)



[ ] (Robbins) [ ] «

(Need)

[ ]

(Deficit

(Being motivation)

motivation)

(Growth motivation)

(Deficit needs)

(Growth needs)

(Being needs)

»  
« (Process Theories) «  
[ ] (Content Theories)

(Expectancy « » .  
» (Reinforcement) « » Theory)  
(Goal « » (Equity theory) «  
[ ] setting theory)

[ ]

( )

(Maslow's « »  
« » Hierarchy of Needs Theory)  
» (Herzberg's Two-factor Theory)

[ ]

(McClelland and the need for Achievement) «  
(Alder's Existence Relatedness and « ERG »  
Growth Theory (ERG))

[ ]

« »  
(Safety needs) « » (Physical needs)

« » (Social needs) « »

[ ]

(Self- « » (Esteem needs)

[ ] actualization needs)

» :

(Lower-  
order)

(Higher - order)



« [ ] .«

» [ ] «

:

( democratic ) ( spontaneous )

( problem-centered ) ( self-centered )

( stereotyped ) ( conformity )

[ ]

» :

[ ] «

[ ] [ ]

[ ] « »

[ ] (self actualization)

[ ] (Q-sort) »

[ ]

» : «

) POI

Personal Orientation Inventory (POI)

(Everett Shostrom)

[ ]

[ ] :

[ ] «

[ ] (Hypochondriasis) »

)



(

. [ ]

. [ ]

»

. [ ] «

« »

. [ ]

. [ ]

« »

. [ ]

[ ]

-

[ ]

[ ]

. [ ]

[ ]

:

(

(

( :

(

(

' / / / /



:

) ( :

(

(

( / / )  
) ( )  
(

$$n = \frac{z^2 P q}{d^2}$$

/ / / d q p

( )

(

[ ]

)

(




/ (content (validity)  
 / ) validity  
 / ( (differential validity) ( )  
 (construct validity)  
 ( ) (test – retest)

)  
 (  
 ( )

p < /

)  
 (  
 ( )

)  
 (  
 ( )

(z= / p= / )  
 (z= / p= / ) )  
 z= / p= / )  
 p= / ) (z= / p= / )  
 (z= /

( / )

( / )

/

:

					:
/	/	/	/	/	
p < /	p < /	p < /	p < /	p < /	N =

( )

$$(\chi^2 ( N = ) = p \leq / )$$

( / )

/ )

/	/		
- /	/		
/	/		
/	/		
/	/		

( $\chi^2$ )  
(p-value)

	$\chi^2$
	Df
p ≤ /	p-value

(...

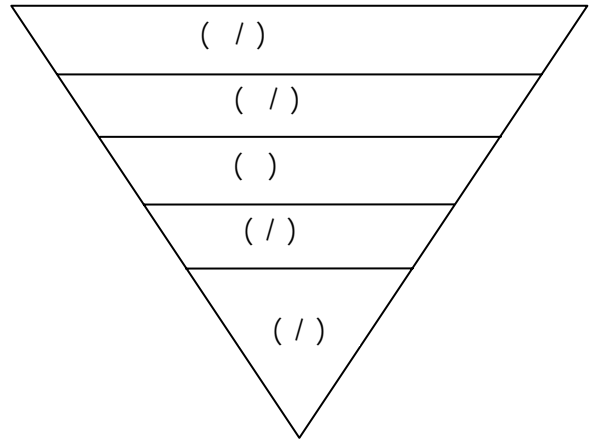




(z= / p= / ) (z= / p= / )

(z= / p= / )

(z= / p= / )



( / )

(z= / p= / )

(z= / p= / )

/

/

/

/

(z= / p= / )

p= / )

(z= / p= / )

(z= /

( / )

( / )

( / )

z

(z= / p= / )

z

(z= / p= / )

(z= / p= / )

/

/

/

/

(z= / p= / )

(z= / p= / )

(z= / p= / )

p-value z

(z= / p= / )





p-value z :

/	/	/	/	/	z
/	/	/	* /	/	p-value
/	/	/	/	/	z
/	/	/	/	/	p-value
/	/	/	/	/	z
** /	/	** /	** /	* /	p-value ( )
/	/	/	/	/	z
** /	** /	/	/	/	p-value ( )
/	/	/	/	/	z
* /	/	/	** /	/	p-value
/	/	/	/	/	z
/	/	/	* /	** /	p-value
/	/	/	/	/	z
** /	/	/	** /	/	p-value
/	/	/	/	/	z
** /	/	/	** /	* /	p-value
/	/	/	/	/	z
** /	/	** /	** /	/	p-value
/	/	/	/	/	z
** /	/	* /	/	/	p-value

p ≤ / \*

p ≤ / \*\*

(z= / p= / ) (z= / p= / )

(z= / p= / )

(z= / p= / )

(z= / p= / )

(z= / p= / )

(z= / p= / )

/

/

/

/

/

/



$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

/ .  
/

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$( \quad / )$$

$$( \quad / )$$

$$(z = / \quad p = / \quad )$$

$$p = / \quad )$$

$$(z = /$$

$$p < /$$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$/ )$$

$$)$$

$$( / )$$

$$($$

$$($$

$$($$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$(z = / \quad p = / \quad )$$

$$p = / \quad )$$

$$(z = /$$

$$( \quad / )$$

$$( \quad )$$

$$( / )$$

$$(z = / \quad p = / \quad )$$



(

»: [ ] .

«

[ ]

)

/ / /  
( / / /

[ ]

)

.( / [ ]

[ ]

/)

( /

/ /)

.( [ ]

[ ]

/)

( /

/ /)

(

/) ( /)

/ :

.( / /

/)

( /

/ /)

.(

/ /)

(

/)

.(

»: [ ]

/)

( /

)

.( / / :

)

.( / / :

)

«

- ( )
- ( )
- « »
2. Eysenck, H. J. & Arnold, W. & Meili, R. (1972) Encyclopedia of Psychology, vol. 2, (London: Search press), P.309.
  3. Cronbach, L.J. (1954) Educational Psychology, New York: Harcourt, brace & co. p.99.
  4. Hall C. S. & Lindzey, G. (1967) Theories of Personality, New York: John Wildy & Sons, Inc. p.172.
  5. Robbins, Stephen P. (1997) Essential of Organizational Behavior. Prentice Hall International, Inc.
- ) ( )
- (
7. Plunkett, A. & Allen. (2002) "Management Meeting and Exceeding Customer Expectation", by Thomson Learning, p. 427.
  8. Schultz, Duane P. (1990) Theories of personality. London: Thomson Wadsworth.
  9. Hill, R. (1947) "Abraham Maslow: The philosopher Who Ranked Human Needs" international Management, New York: McGraw Hill, vol.20, p. 64.
  10. Maslow, A. H. (1954) Motivation and Personality. New York: Harper & Brothers, p.78.
  11. Maslow, A. H. (1987) Motivation and personality (3rd ed.). New York: Harper & Row.
  12. Nordby, V. J. & Hall, C. S. (1985) A Guide Psychologists and their concepts.
  13. McClain, E. (1970) Further validation of the personal Orientation Inventory: Assessment of self- actualization of school counselors. Journal of Consulting and Clinical psychology, 35, 21-22.
  14. Shostrom, E. L. (1964) An Inventory for the measurement of self- actualization. Educational and psychological Measurement, 24, 207-218.
  15. Braun, J. & Asta, P. (1968) Inter correlations between the personal Orientation Inventory and the Gordon personal inventory scores. Psychological Reports, 23, 1197-1198.
  16. Shostrom, E. L. & Knapp, R. R. (1966) The relationship of a measure of self-actualization (POI) to a measure of pathology (MMPI) and to therapeutic growth. American Journal of Psychotherapy, 20, 193-202.
  17. LeMay, M. & Damm, V. (1968) The Personal Orientation Inventory as a measure of self-actualization of underachievers. Measurement and Evaluation in Guidance, 110-114.

