Determination of Index of Family Relations as One of the Indicators of Family Well-being and its Impact on Yazd Police Job Performance Quality

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Received: 8 March 2014          Accepted: 17 January 2015

1- Introduction
Since the inception of modern bureaucracy, several theories and paradigms were created to explain the factors affecting the productivity, efficiency and effectiveness of human labor. Each of these theories emphasized on the role of different factors affecting the efficiency and effectiveness of human resources. One of the effective variables on the productivity, efficiency and effectiveness of human labor, which has attracted the attention of scientists in recent years, is family wellbeing in family or job performance and occupational health. The new management has found that programs that are designed to strengthen family health and increase job satisfaction and employee empowerment, increase their productivity and job performance, and in turn, improve productivity and performance levels and economic health of organization. Family well-being is defined as emotional, social and economic health of children, parents and families, generally, as well as physical health, mental health, quality of relationships between parents and family members, and also the quality of relationships between parents and children. The researchers showed that the family relation index is strong predictors of quality of occupational life of employees, and there is a mutual relation between the quality of working life and quality of life and relationships among family members. Based on family systems theory and ecological theory about the family, some researchers have indicated that the employee's experience is probably a reflection of the experiences of their families. The aim of this study was to examine the two questions: First, how is the status of family relation index as an indicator of the health of the families of the police? Second, do the police staffs families health influence their job performance?

2- Theoretical Framework
Several theories have emerged about the family well-being and its impact on other spheres of life, including job issues in literature related to the quality of family life. In literature related to the health of the family, three theories are more well-known and useful. These theories include: 1. Human Ecological Systems Theory: this theory leads the different levels of systems that make up probable unit of

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observation and provides the basic assumptions about the exchanges between human resources and the environment; 2. Resources Theory: this theory guides definition of the content of family life, conceptualize the interpersonal resources of exchanges in family relationships, expand the scales, and interprets the results; and 3. Facet Theory: this theory helps translate theoretical concepts into operational measures, and provides data analysis methods consistent with research purposes.

3. Methodology
This study was a survey and cross-sectional design. Data were collected from 38 police centers in Yazd province in June and July 2013. The population consisted of Yazd police employee's families and their spouses and managers from different units of Yazd police. Using Cochran formula, 300 people (100 employees, 100 spouses of employees, and 100 officials and commanders) were selected. Measuring instruments were Paterson's job performance questionnaire, and Family Relation Index. Data were analyzed using independent t-test comparison of means and Hierarchical multiple regression.

4- Results & Discussion
The results showed that the prevalence rate of deficiency in quality of relation indicator in Yazd selected police families was high. The results showed that 59% of selected families said there was not a favorable relationship among members and their families did not have the favorable characteristics regarding family relations. Also, 41% of police families reported that they had the indicators and criteria of a good family regarding to quality of relationships within the family. There was a significant difference among families with problems in family relationships and family without problems in terms of the quality of employee performance. Also, hierarchical multiple regression analysis showed that family relation index explained for 23.2% of the variance of job performance.

5. Conclusions & Suggestions
The signs of failure in family relations, such as lack of concern for the members for each other, lack of enjoyment of family relations, differences and disputes in relationships, feel like a stranger in the family, lack of mutual understanding, and so on was observed among Yazd selected police families. According to these results, the police should increasingly strengthen family relations through the interventional actions, such as the workshops, aimed at enabling people.

Keywords: Family well-being; Job Performance; Family Relations; Police.

References (In Persian)

References (In English)


