Problem Statement: Stress can be produced by real or imagined stimuli that are perceived to threaten a person’s physical and mental well-being. Therefore, some individuals are capable to adapt more efficiently than others. Based on the concept of neuroplasticity, previous studies highlighted that there is a dynamic relationship between mind activity and brain structure. In this way, integrative psychotherapy practiced in working groups, shows significant improvements of resilience to stress at the workplace.

Purpose of Study: To highlight improvements in resilience to stress gained in integrative psychotherapy working groups.

Method: The participants were 83 adults, aged between 35 and 48 years old (m= 40.27; S.D.=4.39), rural and urban areas, male and female, credit departments in three banks from Romania, Bucharest and Brasov. The instrument was The romanian Scale of Resilience to Occupational Stress (SROS) (Aniţei, Chraif & Chiriac, 2011). The scale is composed of 4 global scales (Occupational Stressors, Emotional Reactivity Scale, Level of Tolerance, and Self-efficacy and Adaptability to Stressors) and 12 subscales.

Hypothesis: There is a statistical significant difference between the experimental group based on integrative psychotherapy and the control group concerning the resilience to stress evidence-based improvements.

Findings and Results: The inter-item reliability of each global scale and subscales was statistically significant for both the experimental and the control group (r>0.700). Applying Man Whitney nonparametric test for independent groups the research hypothesis has been confirmed (p<0.05).

Conclusions and Recommendations: By using evidence-based methods in integrative psychotherapy, improvements at the workplace concerning the resilience to stress in working groups were made.

Keywords: evidence-based methods, integrative psychotherapy, resilience to stress
ASERTIVNESS AND ORGANIZATIONAL TRUST AS PREDICTORS OF MENTAL AND PHYSICAL HEALTH IN A ROMANIAN OIL COMPANY

Sorin TĂNASE, Mihai ANIȚEI, Mihaela CHRAIF
University “Titu Maiorescu”, University of Bucharest

Problem Statement: Assertiveness and organizational trust were for decades the bases of organizational performances. Living in a high competitive environment, mental and physical health took an important place in the organizational life. Judge, Thoreson, Bono, & Patton (2001) highlighted that the relationship between trust and job performance was as strong as or stronger than the relationships with other attitudes.

Purpose of Study: In this paper a model validation was designed on assertiveness and organizational trust with the criteria mental health and physical health.

Method: The participants were 128 employees, aged between 25 and 52 years old (m=37.18; S.D.=6.52), male and female, oil company from Romania, Bucharest. The instrument was CAPES (Aniței & Chraif, 2010).

Hypothesis: Assertiveness and organizational trust are predictors of the criteria mental health and physical health.

Findings and Results: The inter-item reliability of each global scale was statistically significant (r>0.700). Applying linear regression model stepwise, β standardized coefficients highlight that assertiveness, organizational trust and their subscales are predictors for mental and physical health (p<0.05). Therefore, a high level of assertiveness has a strong positive statistically significant correlation with overload work (r=0.37; p<0.05) and a strong negative statistically significant multiple correlation with mental and physical health.

Conclusions and Recommendations: Taking into consideration that Hardin (1996) and Sitkin & Roth (1993) trust predicted risk taking which is vital at the work place, the findings show that high levels of trust and assertiveness statistically significant correlates with low levels of mental and physical health.

Keywords: assertiveness, organizational trust, mental health, physical health.
THE INFLUENCE OF SLEEP DEPRIVATION ON SHORT TERM MEMORY AND ATTENTION TO DETAILS IN YOUNG STUDENTS

Mihaela CHRAIF
University of Bucharest

Problem Statement: Many research and meta-analysis studies highlight the relationship between fatigue and performance. Researchers showed that studies are different regarding the samples, the instruments and scales measuring the performances (subjective, behavioral and objective measures). Furthermore, sleep deprivation consists in keeping the participant awake for minimum sixteen hours.

Purpose of Study: To highlight the influence of 24 hours of sleep deprivation on short term memory and attention to details tasks.

Method: The participants were 74 young students from the Faculty of Psychology and Education Sciences, University of Bucharest, aged between 19 and 24 years old (m= 21.2; S.D.=1.63), rural and urban areas, male and female. The instrument was the tachistoscope task of perceiving details within a time limit in the traffic (TAVTMB) (Schuhfried, 2006). The tachistoscope task is composed out of 19 image items. The subject sees for a second the image of a traffic situation.

Hypothesis: Sleep deprivation has a statistically significant influence on short term memory and attention to details tasks measured by tachistoscopic test in young students.

Findings and Results: By applying Man Whitney nonparametric test for independent groups, the research hypothesis has been confirmed (p<0.05). Therefore, the experimental group with sleep deprivation obtained statistically significant better performances than the control group at the tachistoscope test.

Conclusions and Recommendations: The findings provide psychological evidence-based data confirming the assumed hypothesis. Also, it must be mentioned that on short term, the subjects who were deprived of sleep obtain very good results compared to the ones from the control group due to the arousal the organism triggers as a defense mechanism. This is why, this research comes as a support for the recommendation that the psychological assessment of people must not be done only with screening tests but also with psychological tests which involve the cognitive processes on a time period of 40 minutes.

Keywords: tachistoscope test, sleep deprivation, percieving details, psychological assesment.
THE EFFECTS OF RADIO NOISE IN MULTIPLE TIME REACTIONS TASKS FOR YOUNG STUDENTS

Mihaela CHRAIF
University of Bucharest

Problem Statement: The European Union Environmental Noise Directive – END) highlighted that the population should not be exposed to night noise levels greater than 40 dB of L-night, outside during the part of the night when most people are in bed. The LOAEL of night noise, 40 dB Lnight, outside, can be considered a health-based limit value of the night noise guidelines to protect the public, including most of the vulnerable groups: children, the chronically ill and the elderly, from the adverse health effects of night noise.

Purpose of Study: To highlight the influence of radio noise (75 Db) and of sleep deprivation on short term memory and attention to details tasks.

Method: The participants were 125 young students from the Faculty of Psychology and Education Sciences, University of Bucharest, aged between 19 and 26 years old (m= 22.74; S.D.=2.81), rural and urban areas, male and female. The instrument Reactivity for multiple stimuli task (DT) (Schuhfried, 2006). The determination or the reactivity to multiple stimuli task (DT) is a test about complex multi-stimuli reactions consisting in successive presentations at millisecond intervals of coloured stimuli and acoustic signals.

Hypothesis: 1) The radio noise exposure to 75 Db statistically significant influences the time reaction performances of the experimental group comparing to the control group.
2) The radio noise exposure to 75 Db statistically significant influences the correct performances of the experimental group comparing with to the control group.

Findings and Results: By applying Man Whitney nonparametric test for independent groups the research hypothesis has been confirmed (p<0.05). Therefore, the experimental group with 75 Db radio noise exposure obtained statistically significant better performances than the control group at the multiple reaction DT test.

Conclusions and Recommendations: The findings provide psychological evidence-based data confirming the assumed hypothesis. Considering the fact that previous studies have emphasized that for learning and concentration the level of 40 Db is noxious; the current paper highlights the fact that on short term, the group of young students obtained statistically significant better results for the reactivity test to multiple stimuli concerning the correct answers and the mean of the reaction times.

Keywords: noise threshold, reactivity to multiple task test, radio noise.
SHAPING THE FUTURE FOR THE DRUG USERS AT THE WORKPLACE. HOW THE MASTER STUDENTS WILL ACT AS FUTURE DECISION MAKERS TO MANAGE THIS SITUATION

Daniela Tatiana (Corodeanu) AGHEORGHIESEI*, Magdalena IORGA**, Tudor CIUHODARU**

*Center for Health Policy and Ethics. “Grigore T. Popa” University of Medicine and Pharmacy, Iasi, Romania (UMF) and Economics and Business Administration Faculty, Alexandru Ioan Cuza University of Iasi, Romania
**Center for Health Policy and Ethics, “Grigore T. Popa” University of Medicine and Pharmacy, Iasi, Romania (UMF).

Problem Statement: The number of romanian people who abuse substances (illicit drugs, ethno botanical substances, alcohol, tobacco, tranquilizers for unbearable pain, etc.) increase sharply especially among young people. Also, the issue of drug use is linked to its presence in the workplace. According to the Eurobarometer of July 2011, colleagues at work (along with the school) are among the sources of information for illicit drugs and legal, preferred by young people with high education, employed or self-employed (14% in Europe and 7% in Romania). According EMCDDA romanian National Report 2009, a percentage of 1.11% of drug users was convicted to prison sentence with the possibility of serving sentence of workplace. 26.1% of those who came in 2008 in prevention centers, treatment and counseling were under arrest at the work place; many deaths occurred due to drugs at work. The drug users are often considered "totally ignorant or bad people" and are discriminated, „contributing to a social distance from other categories” (EMCDDA, 2010; Beaumont, 2004; Martine, 2008; Glennon&Young, 2011, etc.). Therefore we need urgent efforts for integrating to them in organizations and society (cf. Higgins&all., 2007; Sloboda, 2006; Healey&Walker, 2009, etc.).

Purpose of Study: To analyse in-depth the perception, opinions and the type of management decision of 79 Master students (as future decision-makers in organizations) from Alexandru Ioan Cuza University of Iasi regarding the people with drug addiction at workplace.

Research Methods: Our research is based on the essay method.

Findings: The results reveal that the Master students have different perceptions and opinions in respect of the drug users in organizations, from compassion and understanding to rejection. However, their training on human resource management and business ethics has left their mark on their optimum managerial decisions for integrating the persons who abuse substances at work.

Conclusions: Key findings show that the Master students, as future decision-makers, need a higher ethical awareness and training in order to deal with the problem of the people who abuse substances at the workplace. Furthermore, the University has a strong responsibility to provide them methods and tools to manage these situations on the workplace.

Keywords: drug addiction, workplace, Master students perception and decision making
Problem Statement: This study highly supports the role of empowerment in a health organization.

Purpose of Study: The aim of the study is to emphasize the impact of empowerment dimensions (access to information, resources, workplace support, and development opportunities) over the workplace satisfaction, commitment, justice and stress.

Research Methods: A 125 items questionnaire was administered to 108 hospital workers (84 medical assistants and 24 nurses). The instrument has 13 scales referring to variables like: information access, support, resources access, development opportunities, autonomy, work satisfaction, affective commitment, procedural/distributive/interactive justice, role ambiguities, exhaustion, negative emotional experiences. The internal consistency of these scales is acceptable (between 0.70-0.78).

Findings: Using regression with explanatory purpose we revealed the following Findings: access to information increases work satisfaction; procedural justice diminishes role ambiguities; support helps engender a positive perception of interactional justice, affective commitment and reduces the feeling of exhaustion and role ambiguities; resource empowerment decreases the probability of role ambiguities, exhaustion and increases satisfaction; development opportunities explain an increase in affective commitment and a decrease in role ambiguities.

Conclusions: Management should promote the empowerment practices in healthcare organizations (access to information, resources, workplace support, and development opportunities). Also, the management practice should pay attention to the monitoring of empowerment practices effects on employees attitudes and performances.

Keywords: workplace empowerment, health services, work satisfaction, workplace commitment, stress.
THE BOIT TRAINING: AN OVERVIEW OF A BURNOUT INTERVENTION AND INITIAL SURVEY RESULTS

Adriana BORZA*, Sara TEMENT**, Cristina ZDREHUŞ*, Christian KORUNKA***

*University of Oradea, **University of Maribor, ***University of Vienna

Problem Statement: In contrast to common workplace interventions, BOIT is a combination of a person- as well as organization-directed intervention. It aims at sensitizing supervisors for the subject of burnout. However, it also exceeds the conception of a person-directed training by identifying possibilities to intervene as a supervisor. The present contribution, therefore, discusses the outline of the training as well as its advantages over other interventions. In addition, it reports burnout prevalence rates among samples from three different countries and initial survey findings.

Purpose of Study: At least three benefits may be derived from the training. First, BOIT should reduce supervisors’ (i.e. training participants’) burnout levels. Second, changes in supervisor’ patterns of interactions and behavior toward employees may also occur, which in turn may improve the work climate as well as reduce subordinates’ burnout levels. Third, BOIT may be functional in terms of burnout-related work outcomes such as job satisfaction as well. The present study, therefore, strives to examine supervisors’ and subordinates’ baseline burnout prevalence rates. In addition, it intends to find weather different burnout groups in fact can be discriminated in terms of work climate, job commitment, job satisfaction and work-family conflict.

Research Methods: A 2-wave study was conducted in order to evaluate BOIT. Wave 1 was carried out immediately before the training. Using a sample Danish (n1-supervisors=9; n2-subordinates=73), Italian (n1=7; n2=8) and romanian employees (n1=14; n2=28) from participating organizations, we examined burnout prevalence rates as well as differences in climate, commitment, satisfaction and work-family conflict between three burnout groups (i.e., no burnout, some burnout symptoms, severe burnout).

Findings: Burnout was not highly prevalent among the target groups. The proposed differences between burnout groups in work climate, job satisfaction, affective commitment and work-family conflict were by and large confirmed. Thus, employees with some burnout experienced a lower job satisfaction and commitment, a more unfavorable climate as well as more work-family conflict in comparison to the no burnout group.

Conclusions: Although initial burnout was not overwhelming in our sample, the broad scope of the training may be functional in reducing burnout for as well as improving other burnout-related work outcomes.

Keywords: burnout, intervention, study
EXAMINING THE ASSOCIATION BETWEEN JOB AFFECT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN ROMANIAN COMMUNICATION AND MARKETING ORGANIZATIONS

Cristiana Catalina CICEI
National School of Political Studies and Public Administration, Bucharest

Problem Statement: Studies conducted by George (1991) or Moorman (1993) suggest that workplace equity and job affects can explain the variance of citizenship behavior across various organizations. Job affect can contribute to the engagement in extra-role behaviors (Rosenhan, Salovey & Hargis, 2006), emotional responses determining the tendency towards action and enhancing employees’ perceptions regarding their co-workers or their organizations. From this perspective, as Spector & Fox (2002) argue, positive affects can have a central role in predicting organizational citizenship.

Purpose of Study: The present research is focused on examining the association between job affects and organizational citizenship behavior in romanian Communication and Marketing organizations. Thus, we expect that positive affects will strongly correlate with the employees’ intent to involve in organizational citizenship behaviors, especially directed towards their co-workers.

Research Methods: In view of assessing organizational citizenship behavior and job affects, the 36-item version of Organizational Citizenship Behavior Checklist (OCB-C) developed by Fox & Spector (2009) and the 20-item version of Job-related Affective Well-being Scale (JAWS) developed by Van Katwyk, Fox, Spector & Kelloway (2000) were applied, the sample of this correlational research being composed of 85 Communication and Marketing specialists (m=35.1, S.D=2.7) from various romanian organizations.

Findings: Results indicate a moderate positive association between the positive affects experienced in the workplace and the frequency of involving in organizational citizenship behaviors targeted towards the organization, strong positive correlations being obtained between positive affects and the frequency of organizational citizenship behaviors directed towards the co-workers. Strong negative correlations were identified between negative affects and the frequency of engaging in organizational citizenship behaviors directed towards the co-workers and the organization.

Conclusions: The relationship between job affect and organizational citizenship is supported by the results of the current study, enhancing the importance of fostering and stimulating a positive climate in the romanian Communication and Marketing organizations. Job affects correlate with extra-role and contextual work performance enhancing romanian employees’ benevolence involvement in helping or supporting their co-workers or their organization.

Keywords: organizational citizenship behavior, job affect, positive affects, negative affects, Communication and Marketing specialists.
EMPLOYEE OCCUPATIONAL STRESS AND ORGANIZATIONAL COMMITMENT. CAN WE FIND AN ASSOCIATION IN ROMANIAN PUBLIC ORGANIZATIONS?

Cristiana Catalina CICEI
National School of Political Studies and Public Administration, Bucharest

Problem Statement: Occupational stress represents a key phenomenon with critical implications for organizational productivity and performance, and also employee health and well-being, especially when having in view the case of Romanian public organizations. Studies indicate that high levels of stress can lead to low organizational commitment, which directly contributes to voluntarily employee turnover (Parasuraman & Alutto, 1994) and may lead to low overall firm’s performance (Ton & Huckman, 2008, cited in Ziauddin, Khan, Jam & Hijazi, 2010).

Purpose of Study: Having in view this theoretical perspective, the present study examines the association between occupational stress and organizational commitment in the case of Romanian public organizations. We expected that a positive significant relationship will be encountered between employee occupational stress and organizational commitment, affective commitment being positively and significantly related to occupational stress. Also, we assumed that continuance and normative commitment are positively and significantly related to occupational job stress.

Research Methods: Occupational Stress Scale (OSS), developed by House, McMichael, Wells, Kaplan, & Landerman (1979) and Affective, Normative and Continuance commitment (Meyer & Allen, 1997) were applied on a sample of 102 employees from five Romanian public organizations (35% male and 65% female employees), with ages ranging between 25 and 51 years (M=38.5, SD=4.6) and a minimum of a year experience in the current organization.

Findings: Results indicated positive significant correlations between occupational stress and organizational commitment, and also between occupational stress and affective and continuance commitment. Moderate correlations have been identified between occupational stress and normative commitment, the last research hypotheses being rejected.

Conclusions: The present findings enhance the importance of analysing occupational stress and organizational commitment at the employee’s level in the case of Romanian public organizations. Having in view the fact that a strong positive association was identified between the two constructs, interventions designed to reduce occupational stress and enhance organizational commitment can be tailored for the specific of Romanian public organizations.

Keywords: organizational commitment, occupational stress, normative commitment, affective commitment, continuance commitment, Romanian public organizations
THE “BIG FIVE” PERSONALITY FACTORS AND THE WORKING STYLES

Daniel CIUCUR*, Augustina Florentina PÎRVUŢ**
*“Tibiscus” University of Timisoara,** CIUCUR & CIUCUR scpp

Problem Statement: The individual’s working style is related with his/her “Big Five” personality factors (Costa & McCrae, 1992).

Purpose of Study: The purpose of this study is to evidentiate the existence of correlations between the “Big Five” personality factors (Openeness, Extraversion, Consciousness, Agreeableness, Emotional Stability) and the five Working Styles (Drivers): Be Perfect, Be Strong, Please Others, Hurry Up, Try Hard.

The term “driver” originates from Transactional Analisys and represents a set of behaviours a person is most probably showing when experiencing a distressfull situation (Kahler & Capers, 1974). Researchers showed that before entering distress, every person constantly shows certain behaviours called “driver” or “working style” (in the organisational field).

If we can establish the existence of the above correlations, we could easily formulate a conclusion about a person’s personality profile by simply observing the working style(driver) the person is showing (since the driver is an observable set of behaviours).

In the existing literature no previous researches have approached the correlations between drivers/working styles and “Big Five” personality factors.

Research Methods: The study’s sample consists in 48 unemployed people from three counties who attended qualification courses in PROFM Center Timisoara.

The psychological instruments used in this research were DECAS Personality Inventory and the Working Styles Questionnaire.

Findings: The results showed significant positive correlations between: Agreeableness and Please Others, Emotional Stability and Be Perfect, Emotional Stability and Be Strong, Social Desirability and Be Perfect.

The results also showed significant negative correlations between: Agreeableness and Hurry Up, Agreeableness and Try Hard.

Conclusions: The assumptions that there are some links between the person’s personalities factors and his/her working style confirmed through this study.

The practical implications of the results: when an individual’s psychometric assessment of his/her personality factors profile is not possible/available, we can still estimate it be observing his/her working style (driver).

Keywords: “Big Five” Personality Factors, Working Styles, Drivers, Be Pefect, Be Strong, Please Others, Hurry Up, Try Hard.
INTELECTIVE AND NONINTELECTIVE FACTORS IN AUTOMOTIVE INDUSTRY MANAGEMENT AND LEADERSHIP

Daniel CIUCUR*, Augustina Florentina PÎRVUȚ**

*“Tibiscus” University of Timisoara. **CIUCUR & CIUCUR scpp

Problem Statement: How to increase leaders’ and managers’ personality qualities needed in the process of leading the organisations (Bass & Avolio, 1995)? How to decrease automotive factory rejects quantity?

Purpose of Study: The objectives of this study – to determine if there are:
- differences regarding Cattell’s Primary Personality Factors: Warmth, Emotional Stability and Social Boldness, between managers who attended an Emotional Intelligence Training Programme and managers who didn’t attend the Programme.
- correlations between the “g” Factor (Fluid Intelligence) level and the quantity of automotive factory rejects on automotive assembly operators.

Research Methods: The study’s sample consists in 60 employees from a major Timisoara automotive company. The sample is divided into two groups: 30 managers and 30 automotive assembly operators. The psychological instruments used in this research were R.B. Cattell’s 16 PF Inventory and Raven Progressive Matrices.

Findings: The results showed significant differences regarding Cattell’s Primary Personality Factors: Emotional Stability and Social Boldness, between managers who attended an Emotional Intelligence Training Programme and managers who didn’t attend the Programme. The results showed significant positive correlations between the “g” Factor (Fluid Intelligence) level and the quantity of automotive factory rejects at automotive assembly operators.

Conclusions: For an organisation to show high performance, its leaders and managers have to demonstrate a high level of Emotional Stability and Social Boldness, which can be reached by attending Emotional Intelligence Trainings. The practical implications of the results: automotive factory rejects quantity can decrease by selecting above mean “g” Factor level assembly operators.

Keywords: Intelective and nonintelective factors, leadership, automotive industry, managers, “g” Factor, Warmth, Emotional Stability, Raven.
THE RELATION BETWEEN ANXIETY, REACTION TIME AND
PERFORMANCE BEFORE AND AFTER SPORT COMPETITIONS

Manuela Mihaela CIUCUREL
University of Pitesti

Problem Statement: There are several studies that have looked at the relationship between
motor performance and anxiety, motor performance and reaction time, most of them
claiming correlational or causal relationships between these variables, in a dyadic approach
(Hainaut, Monfort, Bolmont, 2006; Whelan, 2008; Panayiotou & Vrana, 2004).

Purpose of Study: We aimed to evaluate the relationship between anxiety, reaction time
and motor performance before and after sports competitions.

Research Methods: We conducted a correlational study (N = 70 men, mean age 20.3
years, athletes) and we used as instruments The Anxiety Inventory - STAI, proposed by
Spielberger et al., a software for measuring the simple reaction time to the appearance of a
visual stimulus on the screen and a motor performance assessment test.

Findings: Regarding the athletes’ anxiety, we found that there are differences depending on
the moment of sports activity: athletes who had high trait anxiety tended also to have higher
state anxiety, both before and especially after sport competitions. Those with low trait anxiety showed before competition a high state anxiety and a medium
state anxiety after competition. Concerning the reaction time evolution, we ascertained that it was lower before competition, maybe due to the activation process and it tended to rise
after competition. In addition, anxious athletes presented before competition better reaction times, but with behavior inhibitions and reduced motor performances. After competition we determined only a relation between the motor performance and anxiety.

Conclusions: Anxiety seems to increase the arousal level; in these circumstances athletes
tend to experience lower motor performance, even they have better reaction times. Our
findings suggest the importance of psychological monitoring of elite athletes and the
necessity of including of the tested variables in a psychological training program.

Keywords: anxiety, motor performance, reaction time, athletes
ECOLOGICAL ATTITUDES OF ROMANIAN STUDENTS

Bogdan DANCIU, Camelia POPA, Ana-Maria MARHAN, Doina Ştefana SĄUCAN

Institute of Philosophy and Psychology "Constantin Radulescu Motru"

Problem Statement: A significant part of world population is aware that the environmental problems are among the most important contemporary social problems. It is also recognized that the environmental issues are in continuous worsening and will escalate if important measures to stop them are not taken. Oskamp (2001) mentioned the most important environmental issues resulted from human activity and consumption: global warming, decrease of biodiversity due to destruction of tropical forest; industrial fishing and decreasing of fish reserves, decrease of productivity in agriculture due to massive deforestations etc.

Purpose of Study: In this study we had three main goals:

a. Highlighting the way in which the romanian students rank their ecological attitudes; b. Presenting the students’ perception of nature as a part of themselves; c. Studying the influence of variables as gender and status on attitudes towards environment.

Research Methods: We used validated instruments to measure the ecological attitudes (Thompson and Barton, 1994), perception of nature inclusion in self (Aron and col., 1992). We also measured demographic variables as gender and perceived social status. Statistically, we used correlations between variables and test of variance ANOVA.

Findings: In the sample we studied there is a dominance of anthropocentric attitudes towards environment, the difference from ecocentric attitudes being very significant t(218) = 17.63, p<0.001.

The factor of nature perception as a part of self is connected to anthropocentric attitudes, but there is not a significant connection between inclusion and ecocentric attitudes. The significant effects of gender and status were revealed only in the case of ecocentric attitudes.

Conclusions: Attitudes that value the benefits offered by nature for humankind are found especially on students with more important financial resources, in many cases also ecological behaviours imply supplementary expenses. In some cases this perceptions are the expression of a direct report with perception of nature as being interconnected with self.

Keywords: ecological attitudes, environment, anthropocentric, ecocentric.
Problem Statement: Romania still stands close to the top in the European Union statistics regarding the number of serious road accidents. European Commission aims to halve, by 2020 the number of victims on EU roads, and all European countries have initiated combined efforts of traffic police, legislators, and also psychologists, with the stated purpose of lowering road insecurity. Although the number of accidents with casualties decreases in 2010 if compared to previous years (leading to 1,210 dead in 2010, according to the romanian Police, while the average of the last decade was about 3,000 deaths per year), there still remains a considerable gap between Western European countries and our country in regard to safety on public roads, against Romania.

Purpose of Study: This study aims to advocate in support of the idea that the romanian road safety strategy must take into account the complexity of the relationship between an individual's personality and his or her behaviour in traffic.

Research Methods: The study examines the latest psychological research focusing on road safety on the four strategic directions proposed by domain practitioners: 1. personality characteristics in young drivers, 2. ageing population and road traffic, 3. relationship between driver personality and accident producing, and 4. national profiles of drivers.

Findings: The role of aggressiveness as a specific, "risky" personality characteristic of drivers, has been widely recognized by researchers. Hostility, anger, low self-control, low levels of altruism and anxiety have also been revealed as triggers of behaviours that cause carnage on the roads. Research on drivers’ precipitation, indecision, hesitant attitude and hyperactivity; the pleasure of taking in risks, the need to impress, to gain prestige in traffic, the need of dominance and competition, etc. are few and inconsistent.

Conclusions: This study showed us that the identification of "national psychological factors" of traffic insecurity cannot allow a direct, causal link between those factors and accidents producing. Studies on personality can supply information in enhancing road safety, provide scientific background and support for organising new road safety education campaigns, and also it could provide strong arguments for changing the existing legal framework, in order to reduce accidents.

Keywords: road insecurity, traffic behavior, aggressivity, personality
POOR MENTAL HEALTH SYMPTOMS AMONG ROMANIAN EMPLOYEES - A TWO-STEP CLUSTER ANALYSIS

Diana FRANCISCO
University of Bucharest

Problem Statement: There is international consensus that working environment has an important influence on mental health. The research is based on the theory psychodynamics of work developed by the Christophe Dejours, which states that not the work itself, but the way work is organized can be detrimental to employees’ mental health.

Purpose of Study - examine employees (N=102) to determine if distinct groups can be identified based on a symptom checklist (mental health indicators from DSM-IV-R) and organizational circumstances: work pressure and recognition (from coworkers and supervisor) and if the groups can be differentiated regarding the general mental health.

Research Methods: A questionnaire-based survey was developed based on the clinical interview method adapted for collecting information about the specific history of work-related mental disorders. The respondents were instructed to fill the answers depending on how often they met at work the situations described in the questionnaire or they recognize the symptoms presented in terms of their health (never, rarely, often or always).

Findings: Using SPSS Two-Step-Cluster Analysis procedure the respondents were classified in 2 distinct clusters by continuous variables (work pressure and recognition) and categorical variables (symptoms). Cluster 1 (N=58) respondents had scores below the mean for work pressure (perceived low pressure), above the mean for recognition (perceived high recognition) and a lower frequency of rarely and often answers for mental health symptoms. Cluster 2 (N=32) respondents had scores above the mean for work pressure (perceived high pressure), below the mean for recognition (perceived low recognition) and they recognized experiencing more rarely or often 28 of 49 symptoms than never, which indicates a poor general mental health. Then, using One-Sample T-Test we determined that the general mental health of respondent in cluster 2 is significantly poorer than those in cluster 1 (t(88)=-14,583, p<0,05, ω²=0,70, 95% confidence interval of the difference: lower -37.2 and upper -28,28).

Conclusions: 31% of the respondents experiencing high work pressure and low recognition are also experiencing more often symptoms of poor mental health, indicating that the organizational circumstances can be related to mental health disorders. Validity studies are required in order to verify the causal relation between the organizational environment and mental health disorders to romanian employees.

Keywords: work related mental disorders, psychodynamics of work, recognition, clinical interview.
SOCIAL AUTISM AS A DEGENERATIVE PSYCHO-SOCIAL
SYNDROME IN CHANGING SOCIETIES

Alin GAVRELIUC
West University of Timisoara

Problem Statement: In this study we are exploring in which way an accelerate transition
towards new social, political and cultural order could be integrated in a pro-social
generalized profile, characterized by openness and social involvement?

Purpose of Study: In our research we have examined the specificity of pro-social
behaviours in a society that integrate profound political, economical and cultural changes.

Research Methods: We have developed three behavioural scenarios activated in natural
urban interaction (total participants: 2240 subjects) in Timisoara and Bucharest. Behavioural scenarios could be explicit ones, requesting a non-ambiguous answer, directly
activated through a conscious deliberation of the committed subject, or implicit ones, with a
behaviour that could suggest the authentic option of subject. At the explicit scenarios ("the
lucky driver“ – S3, “the dexterous pedestrian“ – S2) or implicit ones ("the communitarian
spit“ – S1) have been “participated” 988, 274 and 978 subjects from Timisoara and
Bucharest.

Findings: One the one hand, our study has investigated the incidence of pro-social
behaviour in three behavioural scenarios and has observed very low rate of helping ‘others’: in
the explicit scenarios, the specific scores were 63.4 % in S2 (in a context characterized
by very high social desirability) and 10.41 % in S3 (context with low social desirability).
On the other hand, it was organized assessment groups formed by ordinary pedestrian that
assumed a sui-generis instructing and become an ‘sui-generis’ expert in characterization of
subjects behaviours involved in this scenarios, through a progressive behavioural
descriptors grid. At the end of this interaction process we have realized a narrative
analysis of resulted characterizations and a typologization of observed behaviours (in S1). All of these findings have articulated the social autism concept for better describing a
degenerative behavioural register, expressed by public disengagement and closeness. Thus,
our study suggests the transgenerational nature of this psycho-social syndrome acquired
through the specificity of romanian post-communist transition.

Conclusions: Valorising theoretical framework of symbolic interactionism and narrative
psychology, our paper proposes – in an analogical manner with individual clinical
description – the concept of social autism, capable for explaining deviant symptomatology
of social identities in the contemporary romanian urban area.

Keywords: social autism, pro-social behaviours, social syndrome, transgenerational
patterns, changing societies
DRIVING BEHAVIOUR OF A SAMPLE OF YOUNG ROMANIAN DRIVERS

Alexandra GHEORGHIU*/**, Cornel HAVÂRNEANU**
*Université “Victor Segalen” Bordeaux 2, **Universitatea Alexandru Ioan Cuza, Iasi

Problem Statement: Driving behaviour and especially young driver behaviour, is a subject of great interest due to the high number of car crashes and deaths (af Wahlberg, 2011; Brookhuis, De Waard, Steyvers, & Bijsterveld, 2011; Constantinou, Panayirotou, Konstantinou, Loutsiou-Ladd, & Kapardis, 2011; Palk, Freeman, Kee, Steinhardt, & Davey, 2011; Wickens, Mann, Stoduto, Ialomiteanu, & Smart, 2011). The young drivers are of particular interest because they represent the highest part of causalities (Williams, 2003).

Purpose of Study: This study aims to describe the driving behaviour of a sample of young Romanian drivers from the perspective of the generic error modelling system taxonomy, taxonomy that led to the construction of one of the most used instruments to assess aberrant driving behaviour, the Driver Behaviour Questionnaire (Reason, 1990).

Research Methods: The Driver Behaviour Questionnaire was validated by Havârneanu, Gheorghiu & Hohn in 2010 on a large sample of Romanian drivers and has four different scales: self-assessed behaviour, guilt, degree of danger and punishment. Our subjects were 815 drivers aged between 18 and 25 years.

Findings: Young drivers perceive certain behaviours, which are clearly related to car accidents, as being less risky than they really are. For example they consider driving under the influence as being highly dangerous (m=3.92) but not over speeding (m=2.40) Also, the subjects that have had a contravention or an accident obtain higher scores on almost all the scales while gender differences point that young women are more cautious than men.

Conclusions: Several aspects of our findings suggest that there is a significant need to educate young Romanian drivers regarding security behaviours on roads, because it appears that they don’t correctly evaluate the assumed risks.

Keywords: young drivers, Driver Behaviour Questionnaire, driving behaviour
CHARACTERISTIC OF INSTRUMENTAL MOVEMENTS – EYE HAND COORDINATION IN SPORTS

Vasilica GRIGORE, Georgeta MITRACHE, Radu PREDOIU, Remus ROȘCA
UNEFS Bucharest, RQ Plus Bucharest

Problem Statement: Specialized literature (M. Aniței, 2007) indicates the importance of eye-hand coordination as an indicator that allows a correct evaluation of instrumental movements (those movements associated with device manipulation, that can be done at superior precision indices and dexterity).

Purpose of Study: The investigation of the eye-hand coordination (under slow speed and fast speed conditions) both for male athletes and female athletes – who practice sports in which the report between the athletes is based on direct contact (handball, basketball, karate) and practitioners of some sports without any direct contact with the opponent – gymnastics, dance, athletics (jumps, running), swimming.

Research Methods: Observation, TUD test (from PSISELTEVA).

Findings: The result analysis for male athletes shows that:
- the mean of the target time 1 (the time in which the target was maintained in the collimator, for speed 1) and the mean of the target time 2 (the time in which the target was maintained in the collimator, for speed 2) in subjects from the „With direct contact” group (m1 WithDC = 66,1 and m2 WithDC = 54,8) is significantly higher (p < 0.05) than that of the subjects in the “Without direct contact” group (m1 WithoutDC = 62,1 and m2 WithoutDC = 51,2).

The result analysis for female athletes shows that:
- the mean of the target time 1 and the mean of the target time 2, in subjects from the „With direct contact” group (m1 WithDC = 62,3 and m2 WithDC = 47,8) is significantly higher (p < 0.05) than that of the subjects in the “Without direct contact” group (m1 WithoutDC = 57,2 and m2 WithoutDC = 44,1).

Conclusions: The subjects who practice handball, basketball, karate have a significantly better eye-hand coordination – under slow speed and fast speed conditions, than the subjects that practice sports without direct contact with the opponent (gymnastics, dance, athletics, swimming). Systematic sports practice where the contact with the opponent is direct one represents an efficient way to develop skills directly involved in increasing the efficiency both in sports as well as in general, in socio-professional activity, such as: eye-hand coordination and upper limb coordination.

Keywords: eye-hand coordination, sensory-motor coordination, instrumental movements
THE PERCEIVED CAUSES OF SEVERE TRAFFIC ACCIDENTS: A PSYCHO-SOCIAL APPROACH

Grigore M. HAVÂRNEANU
Al. I. Cuza University Iași

Problem Statement: Traffic accidents are controversial social phenomena due to their wide range of causes and consequences. In addition they are highly debated topics by the mass-media and authorities. Thus, road users are expected to re-construct the meanings about what may act as ‘relevant’ causes for death and severe injury, and adjust their behavior according to these subjective meanings.

Purpose of Study: The objective of this research was to examine the lay people’s social representation of 23 possible causes of severe traffic accidents.

Research Methods: 160 romanian students filled in a questionnaire using a 9-point Likert scale. The items assessed the relevance of each cause for a fatal traffic accident. We used factor analysis to develop a pattern of consensual causes that are involved. In addition, we conducted multiple analysis of covariance in order to look for differences between the groups of respondents.

Findings: Overall the responses were consensual, irrespective of the age, gender, or driving experience. The results suggest four central causes which reflect an absolute consensus among participants. Other four causes are acknowledged by most respondents suggesting a relative commonsense. Lay people focus on general causes which are usually mentioned by mass-media (e.g. rebellious acts) and less on specific causes such as violations of the traffic law. In addition, we found a difference between breaking a high speed limit compared to breaking a low speed limit. We also identified a prototypical image of the urban accident.

Conclusions: All these results reflect the existing social thinking about the road accident. The study shows that the social representation of the accident (a) is limited in terms of causes or possible scenarios, and (b) is highly influenced by the way the mass-media decides to present the news.

Keywords: social representation; social thinking; fatal accident
FAIRNESS BEHAVIOUR IN ECONOMICAL CRISIS ENVIRONMENT: A ROMANIAN EXPERIMENTAL PERSPECTIVE

Alexandru IORDĂNESCU, Eugen IORDĂNESCU
Lucian Blaga University of Sibiu

Statement: In the context of the prolonged economic crisis in Romania, we were wondering if the typical fairness behaviour has suffered any modification and we are trying to identify the effect of psychological pressure created by the Crisis on this type of human behaviour using the Ultimatum Game (Güth et al., 1982). As well as, we are wondering if the fairness behaviour of romanian subjects is similar to that already identified by similar studies (Oosterbeck et al., 2004).

Purpose of Study: First of all, we tried to conclude if the factor F1 “Economical Context”, influences fairness behaviour in the Ultimatum Game. Secondly, we want to establish if the factor „Academic background” influences the rationality of strategic behaviour of the players in the Ultimatum Game.

Research Methods: Experimental design with independent groups, single blind procedure, and Quasi-Experimental Factorial Design, paired groups.

Procedure: The 445 participants were randomly selected from the undergraduate students, registered at the Faculty of Economic Sciences and the Department of Psychology, therefore forming two independent similar experimental groups. They participated in two independent sets of experiments with identical designs (one experiment for psychologist, one experiment for economists). The F1 was the economic context (economic crisis context versus neutral context) and for experimental manipulation we used two documentary films with duration of 5 minutes each. After that, the fairness behaviour for all subjects was recorded, using Proposer only procedure (DV=amount of money proposed for the anonymous partner; DV on ratio scale). To establish if F2 „academic background” influences fairness behaviour, the data from economist students was compared with the data obtained from psychologist students (ANOVA), using paired group’s procedure.

Results: The null hypothesis was rejected for both Factors: Fairness behaviour of romanian Subjects is influenced by the Economic Crisis Context and Academic Background for p≤0.05, with important difference between psychologist and economist. The results clarify the difference between economists and psychologists patterns of strategic interaction and decision, and enlightening how the exaggerate orientation to maximise the payoff is one of the individual and Social Crisis determinant.

Keywords: Fairness Behaviour, Economical Crisis, Behavioural Change, Game Theory, Ultimatum Game, Experiment
Problem statement: Subliminal messages and cognitive choices represented a subject for research for centuries.

Purpose of Study: We highlight the influence of figures and body language signs in human mental representation and choice.

Method: At this study attended 95 students and graduates from the Faculty of Psychology and Sciences of Education, 74 females and 18 males aged between 19 and 25 years, of both sexes.

The materials: A set of 21 triangles of various sizes and colors, full shaped or just the outline were made. These triangles were glued in mandatory places of building access, on the notice board outside and inside of the faculty and, the entrance doors, the walls inside the faculty, the doors of amphitheaters and classrooms. Triangles were attached at a height between 1.50 to 1.75 m.

Hypothesis: The posted triangles and the simulation of hands gesture triangles had a statistically significant influence in geometrical features designed on paper.

Findings and Results: After statistical processing of data were able highlight the following aspects: From a total of 92 subjects, 48 people have chosen the graphical representation induced by experimenters such as: "Triangle". This percentage shows a 51% rate to the triangle. Square was chosen by 17 subjects, circle was chosen by 15, and star with five corners also chosen by 15 person.

Conclusions and Recommendations: The results confirm the working hypothesis, namely: Bringing to the conscious level in the form of graphics of the subliminal recording of a statistically significant influences in choosing the subjects participating in the research. Using techniques related to the body language have a statistically significant effect in influencing the choices of the subjects participating in the research. Using techniques related to the emotional language have a statistically significant effect in influencing the subjects participating in research. By doing so, our research objectives have been met. This research underlines the important role that the subliminal influence techniques, body language and emotional language have on the choices of the subjects.

Keywords: form, influence, subliminal, body language
THE INFLUENCE OF THE PSYCHOLOGICAL FACTORS UPON THE ENTREPRENEURIAL BEHAVIOUR IN CRISIS ENVIRONMENT

Gabriela MARCU, Cornelia IORDÂNESCU, Eugen IORDÂNESCU
Lucian Blaga University of Sibiu, Romania

Problem Statement: The entrepreneurial behaviour has been researched in direct connection with the happiness and wellbeing. Researches are mainly aiming to establish the psychological factors that are influencing or predicting the entrepreneurial tendency and the manner in which external factors are interacting with psychological factors in regard of entrepreneurial behaviour. Previous studies (Gilad, 1982; Gartner, 1985; Perry 1990; Bygrave 1993; Kaufmann & Walsh 1995) evidenced the capacity of Rotter's Locus of Control Scale (RLCS) of predicting the propensity of a person for employing in a small business type entrepreneurial activity. Under economic crisis conditions, we are wondering whether this relation is still valid.

Purpose of Study: In this paper we aim to determine whether the relationship among psychological factors and environmental factors affecting the entrepreneurial behavior has been changed due to the global economic crisis. The study is mainly focused upon the way in which the perception of economical crisis situation and scarcity of money affects the entrepreneurial tendency of young people.

Research Methods: Experimental factorial design with 4 independent groups has been used.

Procedure: In the pre-experimental phase, Rotter's Locus of Control Scale had been applied and there were selected 152 students with scores higher than 13 (Internal Locus of Control). They were distributed at random into experimental groups, being exposed to the 4 experimental scenarios. There was measured the influence of the 2 factors (F1 – borrowed money/lottery won money and F2 – crisis/non-crisis) onto DV(InvestedSum, ratio scale variable).

Results: An ANOVA analysis shows that the main effect $F2$ was significant, $F(1,148)=6.806, p=0.010$. The highest level of entrepreneurial tendency was attained for the non-crisis scenarios. The interaction effect was non-significant, $[F(1,148)=2.271, p=0.134]$, the main effect $F1$ was not significant, $F(1,148)=0.313, p=0.577$.

Conclusions: The exposure of young people with ILC at crisis conditions insignificantly affecting their entrepreneurial tendency, while the intensity of scarcity of money has insignificant effects. That is why we reassert the necessity of intervention schemes for motivation and psychological support of young people in connection with entrepreneurial behaviour. RLCS appear to lose his capacity to predict entrepreneurial tendency in economical crisis condition.

Keywords: Economic Psychology, Entrepreneurial Behaviour, Locus of Control, Economic Crisis, Psychological Tests.
Problem Statement: The Positive and Negative Affect Schedule (PANAS: Watson, Clark, & Tellegen, 1988) is the most frequently used instrument to assess positive and negative emotions. This instrument was translated into several languages and was adapted to several cultural environments and its psychometric properties were reported to be appropriate.

Purpose of Study: The purpose of this study was translation and adaptation of PANAS-X on Romanian population in order to assess Negative Affect (NA) and Positive Affect (PA). Another purpose is the study of the relationships between PANAS-X and NEO-FF in order to obtain a convergent validation.

Research Methods: To assess the scaling properties of the Romanian version of PANAS-X, we invite a sample of 120 employees of an industrial organization, 25-50 years old, 60 females and 60 males, same level of educations, basic-level workers. We use the translation/re-translation method, which is focused on the reliability of translation, with the help of professional translators. We use exploratory statistical methods to investigate psychometric properties of the Romanian version of the PANAS-X.

Findings: Internal consistency reliabilities (Cronbach's coefficient alpha) for both scales are high, .79 for Positive Affect, and .81 for Negative Affect. We have not found any large or consistent gender or age differences on these scales. Test-retest reliability test for the PA and NA scales demonstrated significant, moderate stability over a 30 days' time interval, with retest correlations of .53 and .49 for Negative Affect and Positive Affect, respectively. Discriminant correlations were substantially lower, again demonstrating the discriminant validity of these scales. Using NEO Five-Factor Inventory we demonstrate that the Romanian version of PANAS-X scales are strongly and systematically related to measures of personality and emotionality.

Conclusions: The Romanian version of the expanded version of the Positive and Negative Affect Schedule (PANAS-X) is psychometrically acceptable to assess general and specific emotional states in an organizational well-defined setting. We intend to use this instrument to study the relations between positive and negative emotions and level of stress in organization.

Keywords: PANAS-X, emotions, affects, positive and negative affectivity, Romanian
TRAFFIC RISK BEHAVIOR: A THEORETICAL AND EMPIRICAL RESEARCH

Crenguța OPREA
University of Pitești

Problem Statement: In terms of risk behavior in traffic, the expression is commonly used but poorly defined. Most authors insist on the factors associated with risk behavior and omit its definition (Reimer et al., 2007; Lee, Lee and Boyle, 2007; Twisk and Stacey, 2007; Crundall, Underwood and Chapman, 1999).

Purpose of Study: We propose to operationalize the concept of risk behavior in traffic, based on an analysis of specialized literature and continuing with content analysis of representations expressed by drivers.

Research Methods: We conducted a questionnaire-based survey (N = 486) through which we have collected representations of risk behaviors of drivers. The questionnaire was administered to all traffic drivers that had the availability for the study in an action carried out in collaboration with the Traffic Police. Respondents were from both urban (64%) and rural (36%) environments, 378 men and 108 women, with an average of 8 years automotive experience. The questionnaire is descriptive.

Findings: Most respondents associate risk behavior with excessive speed and alcohol consumption, few of them invoking the presence of certain personality features (sensation seeking, impulsiveness).

Conclusions: Risk behavior is associated with both contextual variables (alcohol, type of vehicle, road quality, lack of police crews) and structural variables (personality features, cognitive abilities) and the operational definition must include both of the variables. Risk behavior involves a cost-benefit survey. It would be interesting to identify the way through which the drivers could be trained to assess through a more realistic way the cost-benefit survey.

Keywords: risk behavior, content analysis, cost-benefit survey.
THE RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND MENTALITY TOWARDS WORK IN THE ROMANIAN ORGANIZATIONAL ENVIRONMENT

Crenguţa OREA
University of Piteşti

Problem Statement: In specialized literature, the relationship between organizational culture and attitude towards work vary; some studies claim the existence of a causal relationship, while others say is just a simple association.

Purpose of Study: This study aims to evaluate the relationship between organizational culture and attitude towards work and assumes that there is a significant relationship between perceived organizational culture and attitude of employees towards their work and significant differences in the mentality towards work and the type of organisation where employees work and differences between men and woman in mentality towards work.

Research Methods: We conducted a correlational study (N=342), 58.5% women and 45.5% men in three economic organizations (public capital and private capital, international and multinational) in Romania. Variables investigated were organizational culture and attitude towards work. The instruments used were the quetionnaire „Diagnosis of organizational culture” (R. Harrison, 1972) that captures aspects of existing culture and culture preffered in organization and a questionnaire of opinion „Mentality toward work” (T. Constantin, 2004).

Findings: There is statistically significant relationship between the mentality toward work and the type of culture perceived by the subjects. There are significant differences between the mentality of employees towards work, for three types of organizations, but there were not identified significant differences for mentality towards work for men and women.

Conclusions: The present research confirms a correlation between the variables investigated, which is enough to attract the interest of companies towards trainings aimed at obtaining a more favorable attitude towards work through changes in organizational culture.

Keywords: organizational culture, mentality towards work, task, accomplishment
CROSS-UNDERSTANDING AND TRUST FORMATION WITHIN MEDICAL EMERGENCY INTERVENTION TEAMS

Cătălina OŢOIU, Daniela ANDREI, Adriana BĂBAN
Babeş-Bolyai University

Problem Statement: Cross-understanding is conceptualized as the extent to which members of a team have an accurate understanding of one another’s mental models (Huber & Lewis, 2010). It is a group-level, compositional construct that refers to accurate understanding on the following features of individual mental models: factual knowledge, beliefs, sensitivity, preferences, expectations and demands with respect to system’s variables. It is believed that by affording such understanding, group effectiveness is increased through a more reliable and fast coordination and better decision making processes (Huber & Lewis, 2011). Similarly, team trust (competence-based and relationship-based) improves coordination processes (Bachmann, 2006) and facilitates a series of behaviors that have been repeatedly related to team effectiveness and performance, such as: lack of monitoring or information sharing (Andrei et al., 2010).

Purpose of Study: The main purpose of this study is to investigate our participants’ perspectives on cross-understanding and trust formation within their intervention teams. A second aim was to identify what trust components and what elements of cross-understanding they consider relevant for team effectiveness and performance.

Research Methods: Individual and group interviews were conducted with ten paramedics working for the SMURD emergency service. All interviews were recorded; transcripts were coded and analyzed using thematic analysis (Braun & Clarke, 2006).

Findings: Trust is considered a key factor for task performance, is viewed as competence-based not relationship-based, and is mainly associated with lack of monitoring which is crucial for the speed of the intervention. Unlike other teams, only the lack of competence-based trust violations is regarded as critical to team membership. We found high levels of cross-understanding, that were associated with high implicit coordination, but not with low explicit coordination as expected. We believe this is due to the nature of the task.

Conclusions: Our results suggest that the type of tasks in this case has an important impact on the dynamics of both emergent states. While this particular type of tasks diminishes the relevance of the relationship-based trust component, our findings also suggest that the positive impact of cross-understanding on team effectiveness may be more task related than we initially expected based on current research.

Keywords: cross understanding, trust, team tasks
MOTIVATION IN A CRISIS SOCIETY. ROMANIAN PERSPECTIVE

Georgeta PĂNIȘOARĂ, Ion-Ovidiu PĂNIȘOARĂ
Bucharest University

Problem Statement: Motivation of working people is an important in a continuous changing global economies, with a continuous changing working force who should be retained in a competitive work place, in a very fluctuant work market, a global one (nowadays it is more and extended market of work, in a global or European borders).

Purpose of Study: Management could increase motivation of diverse categories of working categories after identifications the right order in motives the people have.

Research Methods: Statistical methods are used to compare the same motives at different categories of working persons (non-working, working in private domaines, working in public/state organizations).

Findings: There is a national specific in motivation (a national pattern) because some motives are not so differennt in hierarchy, but also are some minor differencies between investigated categories.

Conclusions: Motivation could be ameliorated if we know in detailed manner which of these are and what it is important for people. Motivation become a strong force for te institutions which would know how to develop it, especially in the context of economical ambiguity of financial and crisis society. Managers should have completed awarness of these motives and the preference of people. Even in a non-economical developed economy the financial motivation not come always on first place. Also it is interesting with come on first places and on last places at categories involved in study (non-working persons, persons who work in private organizations and people who work in public organizations).

Keywords: motivation, financial motivation, accomplishments, managerial motivation, non-working people, crisis economies
AN EXPERIMENTAL PERSPECTIVE OVER PERSONALITY AND LEADERSHIP STYLES INSIDE ROMANIAN ORGANIZATIONS

Radu-Ioan POPA
University of Bucharest, Faculty of Psychology and Education Sciences

**Problem Statement:** The personality concept has been evaluated at present with its connections with the leadership style, in order to identify those qualities that “force” a manager to become a leader. Moreover, people when thinking and describing the features of a leader they refer automatically to the personality features and behaviour (Detert and Burris, 2007).

**Purpose of Study:** The present pilot study focuses on the relation between Big Five personality factors or dimensions and leadership styles. It follows through an experimental support the exploration of associations created between Big Five personality dimensions and the tendency to relate them to a specific leadership style in romanian organizations.

**Research Methods:** The participants were employees from various romanian organizations, with a mean age of 38.6 years. The experiment had pre and post test sessions in which the subjects had to complete a personality inventory and a 5-point rating scale concerning democratic and authoritative leadership styles. Subjects in the experimental group had to resolve a situational task while instructed by a “democratic authority” and an “authoritative one”, played by an accomplice. The control group received an instruction that contained no prompts at all. Personality dimensions were measured with several scales of IPIP (Goldberg, 1999). We also used a 5-point rating scale ranging from 1 (strongly disagree) to 5 (strongly agree) to evaluate the perception of the leadership styles.

**Findings:** The pilot study revealed significant associations between the Big Five personality dimensions and the leadership styles, with significant differences between the experimental and the control group. From the experimental analysis, we can conclude that the research out lighted several new variables concerning: the role of subjects inside organizations (leader versus non-leader), subjects’ age (teens versus adults), variables which can moderate or mediate the associations.

**Conclusions:** In conclusion the data collected throws a new perspective upon the leadership views and process inside romanian organization, in a cultural system that favors both individuality features and collective ones, being interested in how the employees perceive the personality and the leadership status and what traits they favor in a transitional system, useful for future organizational diagnosis and intervention programs.

**Keywords:** personality dimensions, leadership style, Big Five factors.
USING THE ALTERNATIVE FIVE FACTOR PERSONALITY MODEL TO EXPLAIN DRIVING ANGER EXPRESSION

Paul SĂRBESCU, Iuliana COSTEA, Silvia RUSU
Psychology Department, West University, Timișoara, 300223, România

Problem Statement: The last report of the European Transport Safety Council (June, 2010) places Romania among the top European countries, regarding the annual number of deaths from road accidents per million inhabitants (130). Researches in this area have shown that risky driving and driving anger are the most common causes of road accidents. While many studies (in Romania) have attempted to identify links between personality and risky driving, few studies tried to explain driving anger through a specific personality model.

Purpose of Study: The present study analyzed the utility of the Alternative Five Factor Personality Model (AFFM) in explaining driving anger expression.

Research Methods: The non-experimental research was performed on a sample of 230 participants, aged between 20 and 40 years ($M = 27.36, SD = 4.92$), using The Zuckerman-Kuhlman Personality Questionnaire (Zuckerman & Kuhlman, 1993) and The Driving Anger Expression Inventory (Deffenbacher et. al., 2001).

Findings: The research objective was tested through hierarchical linear regression. The results indicate that demographic variables (age, gender, mileage and frequency of driving) explain only 10% of driving anger expression, while the five personality factors (Aggression-Hostility, Neuroticism-Anxiety, Impulsive Sensation Seeking, Activity and Sociability) explain about 18% of it. Thus, driving anger expression can be explained at a rate of approximately 28% by demographic variables and the five personality factors.

Conclusions: The present research supports the Alternative Five Factor Model’s potential in explaining driving anger expression. The results are in accordance with previous research in this field, supporting the use of the AFFM in transportation research. Future research could focus on the relationships between the AFFM and risky driving or road accidents.

Keywords: Driving Anger, Alternative Five Factor Model, Personality.
PSYCHOMETRIC PROPERTIES OF THE MARLOWE-CROWNE SOCIAL DESIRABILITY SCALE IN A ROMANIAN SAMPLE

Paul SĂRBESCU, Iuliana COSTEA, Silvia RUSU
Psychology Department, West University, Timişoara

Problem Statement: Social desirability is defined as a personality trait rendering the individual acceptable in social or interpersonal relations. People who score high on this trait tend to present a favorable image of them-selves by not giving an honest answer, especially on controversial issues. High social desirability can confound research results by creating false relationships or obscuring relationships between variables. Thus, it has been suggested that a measure of social desirability should be applied whenever the research situation requires it (van de Mortel, 2005; Sullman & Taylor, 2010). One of the most used tests for measuring social desirability is the Marlowe-Crowne Social Desirability Scale (MCSDS) (Crowne & Marlowe, 1960). In Romania, although the scale has been used in research for several years, no study (of our knowledge) verified its validity and reliability.

Purpose of Study: This research investigated the psychometric properties and the reliability of the romanian version of the MCSDS.

Research Methods: The non-experimental research was performed on a sample of 215 participants, aged between 20 and 35 years ($M = 26.63$, $SD = 4.20$), using the MCSDS.

Findings: Confirmatory factor analysis was used for testing the research objective. The common indices used to determine goodness of fit between the model and the data ($\chi^2$, RMSEA, GFI, AGFI, NFI and CFI) showed acceptable values, for the original scale. However, we decided to test two other concurrent models: the first one consisting of 21 items (formed by removing items with loadings lower than .30), and the second one consisting of 13 items, representing a short form of the original scale. All indices showed improved values for the concurrent models, the short form achieving an excellent fit for these data. All three versions proved satisfactory reliability: $\alpha$ (Cronbach) = .75 - .78.

Conclusions: The present research shows that the Marlowe-Crowne Social Desirability Scale is a reliable instrument in the romanian culture. Also, it provides an improved version of 21 items, and a short 13 item version, both being more adequate than the original scale. Any of the two improved versions can be successfully applied in future research requiring the measurement of social desirability.

Keywords: Social Desirability, MCSDS, psychometric properties, reliability.
VIOLENCE AND AGGRESSIVENESS IN TRAFFIC.

Doina Ștefana SĂUCAN*, Mihai Ioan MICLE*, Camelia POPA*, Gabriel OANCEA**

*Institutul de Filosofie si Psihologie „C. Radulescu Motru” al Academiei Romane
**Serviciul de probatiune de pe langa Tribunalul Bucharest

Problem Statement: Violence and aggressiveness in traffic are frequently encountered social phenomena, with important social and economic consequences. The literature in the field has focused on traffic congestion, driver stress (Hennessy, Wiesental, 1999), the role of gender factor in violence and aggressiveness (Harris, Knight-Bohnhoff. 1996), being marked upward trend and professionals attempts to provide solutions for the reduction of such phenomena (Ross si Antonowics, 2004).

Purpose of Study: The present paper aims to clarify the perspectives from which the concepts of violence and aggressiveness in traffic are defined; to present the romanian law regulations in this field, the types of aggressive behavior in the traffic, their causes, and some romanian statistics.

Methodology: It is made a conceptual delimitation of the violence and aggressiveness, being presented also the causes of these phenomena. The authors offers an overview of some romanian statistical data (2006 – 2010) concerning manifestations which in the literature are seen as violence and aggressiveness in traffic, being made also a brief comparative analysis by years and type of their manifestation. Based on statistical data provided by the Traffic Police of Bucharest and on the observation of the romanian realities, we proceeded to develop recommendations designed to help to prevent/reduce these phenomena, as well as to improve traffic law.

Findings: The analysis of the romanian legislation pointed out that it does not include the penalty of all violent acts really generating of traffic accidents. It is highlighted a growing trend of traffic violence and aggressiveness as these are mentioned in 2006-2008, but also a reduction of these phenomena in 2009-2010. Unfortunately there are no researches based on scientific data concerning the mentioned increase and reduction. Therefore we only afford the advancement of an assumption related to the economic boom of 2007-2008 and to the crisis that followed.

Conclusions: Our recommendations could be used as a starting point for new legislation or for further research, referring to psychological strategies and techniques designed to contribute to reducing the discussed phenomena (structured programs to improve the management of aggressiveness, the awareness of consequences of aggressive behavior etc.).

Keywords: violence and aggressiveness in traffic, safety in traffic, legal regulations
Problem Statement: Recent literature makes a clear distinction between explicit and implicit measures of personality (Petty, Fazio & Brinol, 2009). While the classic personality inventories are known as explicit measures, new techniques developed to capture the result of automated or spontaneous processes are known as implicit measures. Despite of the impact of the implicit measures in almost all the fields of applied psychology, little is known about their ability to predict behavior or results of peer evaluations.

Purpose of Study: The present research analyses the relations between explicit, implicit and peer-assessment of two personality variables: Extraversion and Conscientiousness. We investigated whether peer evaluations of one’s extraversion and conscientiousness can be predicted by explicit and/or implicit evaluations of the self.

Research Methods: Students (N = 43) were evaluated by their peers on 32 adjectives relevant for the two personality dimensions. In addition, they evaluated themselves on the same adjectives and completed the IPIP-50 personality questionnaire. For assessing the implicit evaluations of the personality traits, each participant completed the Semantic Misattribution Procedure.

Findings: In the case of extraversion, results indicated that only the explicit measures correlate with the peer evaluation. The association between the explicit measures and peer evaluation was also found in the case of conscientiousness. In addition, the implicit measure of conscientiousness also correlated with the peer evaluation of the same trait.

Conclusions: Regression analyses indicated that peer evaluations of both traits are predicted only by the explicit measures of personality, while the implicit measures remained nonsignificant as predictors when controlling for explicit measures.

Keywords: personality, implicit measures, peer evaluation
Problem Statement: The high level of sports performances claims an interdisciplinary approach, within which psychomotor control offers an interesting and rich area of investigation.

Purpose of Study: Investigation of some psychological characteristics associated to motor coordination (expressed by coefficients) that influences the efficiency in sports’ techniques.

Research Methods: Bibliographical study, observation, RCMV test (from PSISELTEVA battery), SPSS, data interpreting.

Findings: The result analysis shows that:
- the mean of the imposed time performance coefficient in subjects from the “Individual” sports group ($m_{IS} = 88.7$) is significantly higher ($p < 0.05$) than that of the subjects in the “Team” sports group ($m_{TS} = 81.9$);
- the mean of the self-imposed tempo coefficient in subjects from the “Individual” group ($m_{IS} = 43.5$) is not significantly higher ($p < 0.05$) than that of the subjects in the “Team” group ($m_{TS} = 42$);
- the mean of the personal optimum rhythm coefficient in subjects from the “Individual” group ($m_{IS} = 14.05$) is significantly less ($p < 0.05$) than that of the subjects in the “Team” group ($m_{TS} = 18.8$).

Conclusions
1. The performance coefficient registers significantly higher values in athletes practicing individual sports. This can be explained by the technicality of individual events that require the movement fine adjustment and by the mechanisms that provide the movement high parameterization.
2. As for the self-imposed tempo coefficient, subjects practicing sports games register a task completion time better than in individual sports, but statistically insignificant. This can be explained by a quicker processing capacity in players, as a result of the training specific exertions.
3. The personal optimum rhythm coefficient emphasizes that the athletes performing technical events register a smaller number of errors as compared to the subjects practicing team sports, which can be explained by a better synchronization of one’s own limb movements, according to the sport event requirements.

The research data will be used by the sport psychologist, who will conceive stimulation programs for the less-performing characteristics (self-control capacity, adaptation to task, reaction time and effective task solving), associated to motor coordination.

Keywords: Intersegmental coordination, performance coefficient, self-imposed tempo, personal optimum rhythm
Problem Statement: The aim of the present study is to investigate the relationship between the Person-Organization fit, conceptualized as a measure of the similarities between individual values and the values of their belonging organization, and work satisfaction, defined as an attitude resulted from the need-supplies interaction between the individual and the organizational environment.

Purpose of Study: The basic assumption is the employees with values congruent with those of the organization are significantly more satisfied with facets of satisfaction such as nature of work, salary, promotions, colleagues, supervision, having in the same time bigger results for total satisfaction. Thus, the hypothesis of the study is that there is a positive significant relationship between P-O fit (as measured directly and indirectly) and work satisfaction.

Research Methods: The measurement of P-O fit has been assessed through individual indirect measurements, as a score difference between personal and organizational values, obtained through the Organizational Culture Profile (OCP). The direct measurement consists of the score for the direct questions regarding the P-O fit.

Findings: The study has discovered a moderate correlation between P-O fit measured as score difference and work satisfaction ($r_D=0.451, r|D|=0.454, p<0.05$) and a powerful and significant correlation between P-O fit measured directly and work satisfaction ($r<d>=0.529, p<0.01$). It has also been discovered a significant correlation between the control variable gender and P-O fit ($r_D=0.332, r|D|=0.401$), confirming previous research (Schwartz, 1989, Tannen, 1990, Miguel, 1993, Lovelace and Rosen, 1996).

Conclusions: The hypothesis of the study has been confirmed. There exists a relationship between P-O fit and work satisfaction, with implications for organizations on the level of organizational culture and efficiency and for the individual with implications on subjective well-being and work-life balance.

Keywords: value congruence, person-organization fit, work satisfaction, indirect measurement, organizational culture profile
EMOTIONAL LABOUR STRATEGIES ADOPTED BY SCHOOL PSYCHOLOGISTS

Camelia TRUȚA
Transilvania University of Brașov

Problem Statement: In all jobs that imply direct contact with clients, employees must meet a specific requirement, that of managing their emotion to serve organization purposes. The work of school psychologists implies constant emotional labour. Many researchers argue that deep acting, surface acting and genuine acting are distinct strategies adopted by all employees performing emotional labour, regardless of their occupation. However, few recent studies suggest that profession could introduce some particularities in the way employees regulate their emotion.

Purpose of Study: We aimed at identifying particularities in adopting emotional labour strategies by school psychologists. We supposed that school psychologists adopt specific strategies for regulating negative emotions and that they engage more frequent in deep acting and genuine acting than in surface acting.

Research Methods: A sample of 120 school psychologists completed a set of three scales, ELS (Brotheridge & Lee, 2003), DEELS (Glomb & Tews, 2004) and Job characteristics scale. Emotional labour strategies (deep acting, surface acting, genuine acting, simulation of positive/negative emotions, suppression of positive/negative emotions) and several emotional labour antecedents were the assessed variables.

Findings: As hypothesised, school psychologists adopt a distinct strategy when regulating negative emotions, regardless of the form of regulation. Regulation of positive emotion does not imply a single strategy, school psychologists use the same strategy for genuine expression and for regulation of inner feelings. Genuine acting is not a distinct strategy, factor analysis revealed that genuine acting and surface acting load the same bipolar factor. Regarding the frequency of using distinct strategies, results did not sustain our hypothesis.

Conclusions: Results indicate that school psychologist adopt different strategies of emotional labour according to valence of the emotions that needs to be regulated. Results sustain the idea that the performance of emotional labour could vary depending on the profession stronger than previously expected. Also, these results have important implications in developing efficient training programs for enhancing emotional regulation abilities of school psychologist focused on the particularities added by their profession.

Keywords: emotional labour, deep acting, surface acting, regulation of negative emotions, school psychologists
EARLY PREDICTORS OF WORKPLACE MOBBING

Szigety TÜNDE
University of Bucharest

Problem Statement: Beginning with Heinz Leymann’s research in the mid 1980s workplace mobbing has received considerable attention in the international scholarly literature. The workplace mobbing is an extreme form of violence, persistent unethical aggressive group behaviour in one organization. In Romania few studies addressing the problem have appeared. Severe health and social consequences make mobbing an important issue for many fields raising several questions of research and ways of handling it.

Purpose of Study: Focusing on the importance of early intervention, the present paper aims to find and explore the predictors of mobbing. The work in progress was the methodological framework.

Research Methods: Three distinct studies were conducted, as follows:
1. The method of sociometric test followed by semi-structured interviews with the members of a department in a public institution proved to be efficient for early diagnosis. The method offered an “in progress view” of the phenomenon.
2. Theoretical analysis of organizational culture models and characteristics prone to mobbing were helpful in conceptualizing mobbing and preparing interviews.
3. Semi-structured interviews with victims of mobbing from different organizations were analyzed, in order to find out how subjects define post-factum the early predictors of mobbing.

Findings: The are several predictors of mobbing (e.g. dichotomy in thinking and creating organizational reality, previous victims, lassez-faire leadership style). Although intervention at organizational level would be advisable targets are not confident in organizational solutions. Personal solutions are preferred.

Conclusions: Followed by semistructured interview, the sociometric test proved to be functional for early diagnosis. This methodology was not used in investigating mobbing. Early intervention based on diagnosis may save the potential victims from many sufferings. Early organizational intervention is possible in the case of a well known phenomenon. Interviews reveal details about the predictors and possible solutions, as they are conceptualized by victims. “In progress” and retrospective view provide a complex picture of predictors and solutions.

Keywords: mobbing, predictors, early intervention, sociometric test, interview
UNDERSTANDING JOB PERFORMANCE THROUGH PERSISTENCE AND JOB COMPETENCY

Andreea ȚUȚU, Constantin TICU
Department of Psychology, Alexandru Ioan Cuza University of Iasi

Problem Statement: In the current economy of knowledge, jobs contexts, jobs requirements and jobs outcomes are transforming fast, challenging professionals to better understand and measure job performance and its determinants. As job performance has been receiving increased attention in the literature, little has been made to measure it in a romanian context, in relationship with employees’ job competency levels and persistence.

Purpose of Study: Thus, in the first study of this research we investigate how employee’s job competency level influences the job performance. In the second one, we aimed to analyze the influence of three persistence factors (long term purpose pursuing, current purpose pursuing and recurrence of unattained purposes) over job performance.

Research Methods: In the first study we tested a predicting model of job performance based on competency matching indices analysis on a sample of 200 romanian employees. For competencies assessment checklists developed through Competency Elicitation Interview (Faix et al, 1991) were used. Job performance was assessed using Robertson’s performance scale (1996, 1997). The second study, analyzing the influence of persistence factors over job performance on a sample of 110 romanian employees, included correlation analysis and prediction models. For measuring persistence factors a persistence scale (Constantin, 2010) was used.

Findings: Results showed that persistence factors have a more important influence over job performance that has, in fact, the employee’s job competency level. Strong positive correlations were found between job performance and current purposes pursuing and long term purposes pursuing. The prediction power of these determinants is being tested.

Conclusions: Despite of the general beliefs, job competency has a small predicting power in relation with job performance. Data from this current research showed that persistence factors have a strong influence over job performance. These results might question the general assessment practice beliefs from the human resources field, raising some questions for future research, such as: Why some competent employees never become good performers? Strengths and limitations of this study are being discussed, along with directions for future research.

Keywords: job performance, persistance, job competency