Consideration the Relationship between Achievement Motivation, Perfectionism and Creating Spiritual Fitness among Bank Employees: A Case Study in Melli Bank Branches in the Southern Province of Western Azerbaijan

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Abstract

The aim of this study was to consider the relationship of achievement motivation with perfectionism as well as creating spiritual fitness among employees of the banking system (A Case Study at Melli Bank branches in the southern province of Western Azerbaijan). Descriptive research method - correlation and regression analysis was Pearson correlation analysis. 173 employees of the branches of the Melli Bank of the West Azerbaijan province were selected from among 315 employees. The method was Stratified random sampling. Spiritual health questionnaires, Hermans's Achievement motivation, Palutzian and Ellison spiritual health, and Hill and et al. perfectionism were used. Results indicated that there is a positive and significant relationship between Melli Bank staff and regression coefficient is positive and significant motivation to perfectionism. The relationship between motivation and spiritual health as well as the regression coefficient is positive and significant. Perfectionism and each of its component is also has positive and significant relationship with the spiritual health, and the highest ratio of components is criticism. Two-variable regression analysis showed that motivation and perfectionism to spiritual health factor of both variables were positive on spiritual health, but perfectionism regression coefficient is higher. There is a significant positive correlation between the components of motivation, reward and punishment. There is a significant correlation among the components of the confidence and management methods with spiritual health, and there is a significant correlation between spiritual health component and performance evaluation.

Keywords: Perfectionism, Spiritual Health, Achievement Motivation, Self-confidence, Bank Melli

Introduction

Structural perfectionism in the past decade both in terms of clinical and personality psychology, has attracted wide attention. In the negative point of view, perfectionism has been defined as an extreme fear of mistakes, the tendency to focus excessively on failures, consumedly self-criticality and very high expectations of themselves and others and having tendency of achieving unattainable standard performance and trying to fulfill them (Shafferan and et al., 2002).

Researchers introduced perfectionism as a multidimensional construct that is mean perfectionism has positive and negative aspects, and it is equivalent to normal and neurotic perfectionism. Positive perfectionism activate positive thinking and optimism and realizable ideals in the person instead of anxiety and concern about the failure of unattainable goals and standards (Rice1, 2000).

On this basis, motivation and personality traits of perfectionism is positive if applied in the right direction in order to enhance those efforts, it consequences would be the effectiveness of individual and organizational. Spiritual health is one of the results of the interaction between these two variables in individual and the organization. This believes exists In the current organization and...
management studies that the concept of spirituality in the work is the answers and a solutions to reduce organizational dysfunctions like alienation, stress, consumedly compromise and depersonalization to staff (Yassaminejad et al., 2011). Life without an occupation is pointless and soulless job is life destroyer. Therefore people not only interested in personal spirituality but also in other areas of work and other levels of life experience (Neal & Biberman, 2003).

The World Health Organization has introduced spirituality as a fourth dimension of human health (physical, mental, social, and spiritual). In the past, this concept only Was considered as a religious aspect, but now the concept of spirituality has been gone beyond the religion (flannelly, 2004). In recent decades psychology researchers have studied more about spiritual health. They defined spiritual health as balance and individual order of oneself to themselves and others And the ability to balance the demands of internal needs and external demand, integration between mind and body and also defined spiritual health as a unifying force and a number of other authors have described positive perception of the meaning and purpose of life (Adeline et al., 2000). According to Russell theory, spirituality and spiritual health can present in different ways: daily interactions with others, trust, honesty, integrity, Integration, respect, dedication and compassion, etc (Omidvari, 2008).

A person, who has achievement motivation, has a tendency to do his job perfectly and pays spontaneously to assess his performance. Behavior-oriented actions of people are signs of progress that gives them motivation.

Achievement motivation is a personality variable that is used to describe individual differences in different situations, such as educational environment (university) sporting environment (types of sport) and workplace (bank) and etc ... (Kanfer, 1990). Robbins declares the definition of achievement motivation this way a drive to surpass others, achieve progress in accordance with specific criteria and strive for success (Robbins, 1993).

Today, development organizations need to achieve higher quality and innovation while saving costs. Knowledge of personality characteristics of staff and attributes that belief to influence human behavior, motivation, excellence and progress of the organization is essential. According to features such as perfectionism (positive) and strive in order to improve the spiritual health is one of the fundamental factors in the development of the individual and the organization (Ibrahiminejad & Soleymanian, 2007).

Ghoroori and Jaanbozorgi (2008) showed that there is a significant positive relationship between achievement motivation and optimism. Two factors tend to progress component of motivation and perseverance, positive and meaningful relationship with optimism. Abbasi and et al. (2012) suggest that spiritual health have a sense of acceptance, positive emotions, morality and a sense of positive mutual relationship with a higher power and divine, and the others in a dynamic process and coordinate refers to the cognitive, emotional, personal secretary and outcomes achieved.

Ghoroori et al. (2012) showed that test anxiety is a significant negative relationship between motivation and academic achievement, but there was no significant relationship between student achievement and a significant positive perfectionism relationship hard work and self-confidence and perseverance variables has showed significant role in predicting student achievement. Bahramian and Abbasian (2010) showed that there is a meaningful relationship between self-efficacy in four-dimensional, self-direction, self-regulation, self-motivated agitation and self-esteem with achievement.

Yasaminejad et al. (2011) showed that spiritual health has a significant positive correlation with job involvement. Findings show the importance of religious and spiritual health in the organization. Molaei (2007) showed that there is only a correlation between positive perfectionism and adjustment and other factors have no significant correlation.

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Farahaninia and et al. (2005), has said spiritual health and improve students' attitude needs to be improved and requires more attention. Zare and Mollaei (2012) demonstrated that there is a positive significant correlation between personality traits of extraversion, openness to experience, agreeableness and conscientiousness with achievement. Yazdani et al (2010) suggest that the perfect man according to evidence-based discussion of Islamic mysticism and mystics with mental and physical training, is looking forward to achieve full human dignity, and this can provide these foundations with the new spiritual health as well as human spiritual nurturing with the help of our religions in order to restore well-being of great importance of the principles of mystical spiritual.

Studies show that self-oriented perfectionists with adaptive psychological symptoms such as self-control (Chang, 2004; Benson, 2003), motivation (Shafran et al., 2001) has a significant positive correlation. Wu and Wei (2008) in a study looked at a model where it needs to get the confidence of others and their ability to strengthen themselves, it mediated the correlation between the two dimensions of perfectionism with depression and anxiety. Results of structural equation showed that needing to get the confidence of others and strengthen their ability to fully mediates respect evaluative concerns and anxiety which is a part of the relationship between the personal standards of performance and depression and anxiety.

Claude and Zamier (2003) in their research findings suggest that workplace spirituality has a direct impact on the success of the organization. The results also showed that employees who experience workplace spirituality are loyal to the organization and more commitment to their duties. Morgan, Gaston and Mack (2006) concluded in a study that there is a significant relationship between spiritual health and quality of life in areas of physical, emotional and functional health.

Gelber (2004) examined the relationship between mental health and spiritual worship and religion. The results showed that there is a significant and positive correlation between the existential well-being with religious subjects, there is a significant positive relationship as well as the spiritual and religious inner motivations.

In the banking system, the positive performance of the bank needs to force motivated perfectionists (positive). Spiritual health also enhanced the interaction between these results and ultimately improving the character and effectiveness of the bank. Therefore, in this study to answer this question, whether is there a significant relationship between motivations with perfectionism and create spiritual health among employees of the Melli Bank banking system in branches of southern province of Western Azerbaijan?

Several studies have been conducted on the variables of studies which some of them is shown below:

**Method**

The results may show and describe the relationship between achievement motivation and perfectionism to create spiritual health among staff, which ultimately leads to organizational health of the banking system and the banking system will achieve the goals. Therefore, this study in terms of method is Correlation-descriptive research and in term of goal is Practical.

The population of Melli bank staff is West Azerbaijan province, which it total number is 315 people. Method of sampling in this study is cluster sampling so that each branch to be chosen at random and its entire staff will be a sample of research.

To determine the sample size depending on the population size is known or unknown, there are two general formulas. In the case of known volume of sample, cochrans formula is used to determine the sample size.
In the above formula where the \( N \) is the community, \( p \) and \( q \) are usually equal to 50\%, \( e \) is a selected number smaller than 10\% and value of \( z \) assuming \( \alpha \) is equal to 5 percent is obtained from Normal Distribution Table.

The study population includes all employee population of the southern province of West Azerbaijan Melli Bank branch staff to 315 people. The sample is based on random selection methods and sample size of 173 was calculated using Cochran formula.

To measure the achievement motivation, Hermans achievement motivation questionnaire was used which contain 29 multiple-choice questions and each has four answer options. Validity and reliability questionnaire in several studies, including Mohammad Zadeh (2005) and Bahrami and Abbasian (2008) has been approved and reliability study using Cronbach's alpha was estimated to 0.816.

To measure the Perfectionism we use Frost Multidimensional Perfectionism questionnaire (1990), which focuses on the evaluation of perfectionism person about themselves and can differentiate between components of normal and non-conformist of perfectionist. This questionnaire has 35 items, and its reliability and validity have been reported to vary from 85\% and its content approved (Ghororii et al., 2012). In the present study using Cronbach alpha reliability was estimated to 0.899.

To measure the spiritual health using of Palutzian and Ellison questionnaire (1982) which was used in several inside and abroad studies. This questionnaire has 20 questions that the number of 10 questions about the religious health and 10 questions are about existential of individual. Several studies have investigated the reliability and validity and reliability has been reported up to 82\% (Farahaninia, Abbasi, & Haqqani (2005)).

In this study, reliability was estimated by Cronbach's alpha equal to 0.876. The details of calculating the reliability for each question in the Annex are available. Face and content validity and construct a conceptual model based on questionnaire surveys were approved by the faculty.

To review and analyze research data questionnaires data will be coded and entered into a computer. First descriptive analysis used to describe the sample and variables, which has been performed, and in addition Kolmogorov-Smirnov normality of the data analysis and correlation and linear regression was used to examine the hypotheses.

**Findings**

![Figure 1: The distribution of age classes](image1.png)

![Figure 2: Distribution of academic classes](image2.png)

![Figure 3: Distribution class for experienced staff](image3.png)
First hypothesis suggests that the there is a significant relationship between motivation and perfectionism among employees of the Melli Bank. To investigate this hypothesis, the Pearson correlation between the components of motivation and perfectionism were calculated.

Table 1: Perfectionism regression analysis based on achievement motivation

<table>
<thead>
<tr>
<th>Significant</th>
<th>T</th>
<th>Beta</th>
<th>Standard deviation</th>
<th>Regression Coefficient</th>
<th>Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.702</td>
<td>0.384</td>
<td>---</td>
<td>8.68</td>
<td>3.33</td>
<td>Constant</td>
</tr>
<tr>
<td>0.0001</td>
<td>14.765</td>
<td>0.749</td>
<td>0.095</td>
<td>1.39</td>
<td>Achievement Motivation</td>
</tr>
</tbody>
</table>

As can be seen in Table 1, the beta as a sign of solidarity between positive motivation and perfectionism is meaningful which means by increasing motivation, higher levels of perfectionism in the sample would be seen. To further explore the regression analysis was used to predict perfectionism base on motivation.

Results in Table 1 shows the multiple correlation coefficient 0.749 and the square which is called 0.56 the coefficient of determination that the variance value is shared and shows that about fifty-five percent of the perfectionism in this model of motivation is predictable. Regression analysis motivation to perfectionism is also equal to 1.39 times, which is equal to amount of T-765/14 at a significance level of 0.10. The correlation diagram is as follows:

![Perfectionism based on achievement motivation](image)

Figure 4: Regression perfectionism based on achievement motivation

The second hypothesis indicates that there is a significant motivation and spiritual health relationship among employees of the Melli Bank. To investigate this hypothesis, we calculated the Pearson correlation between motivation and spiritual health.

Table 2: Spiritual Regression analysis based on achievement motivation

<table>
<thead>
<tr>
<th>Significant</th>
<th>T</th>
<th>Beta</th>
<th>Standard deviation</th>
<th>Regression Coefficient</th>
<th>Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.001</td>
<td>9.404</td>
<td>---</td>
<td>6.85</td>
<td>64.46</td>
<td>Constant</td>
</tr>
<tr>
<td>0.0001</td>
<td>12.29</td>
<td>0.685</td>
<td>0.075</td>
<td>0.920</td>
<td>Achievement Motivation</td>
</tr>
</tbody>
</table>

R=0.685  R2= 0.469  F= 151.20  Sig <0.001
As can be seen in Table 2, the beta is positive and meaningful as a sign of solidarity between motivation and spiritual health. I.e. by increasing achievement motivation, spiritual health level is higher in the samples. To further regression analysis was used to explore the possibility of spiritual well-being forecast based on achievement motivation.

Results in Table 2 shows that the multiple correlation coefficient equals to 0.685 and its square equals to 0.469 which is called the coefficient of determination and shows that about fifty percent of the spiritual health of the model has been improved throughout the achievement motivation forecast. Regression analysis of achievement motivation and spiritual health is equals to 0.920, which is equal to value $T_{12.29}$ at the significant level of 0.01. The correlation diagram is as follows:

![Figure 5: Spiritual regression based on achievement motivation](image)

The third hypothesis indicates that there is a significant relationship between perfectionism and spiritual health among employees of the Melli Bank. To investigate this hypothesis, we calculated the Pearson correlation between perfectionism and spiritual health.

### Table 3: Correlation of perfectionism and spiritual health

<table>
<thead>
<tr>
<th>Mental Health</th>
<th>Providence</th>
<th>Criticism of</th>
<th>Competition</th>
<th>Evaluation</th>
<th>Reward and Punishment</th>
<th>Management Style</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1</td>
<td>0.486**</td>
<td>0.341**</td>
<td>0.374**</td>
<td>0.377**</td>
<td>Reward and punishment</td>
</tr>
<tr>
<td>505**.0</td>
<td>1</td>
<td>0.021**</td>
<td>0.341**</td>
<td>0.374**</td>
<td>0.377**</td>
<td>Competition</td>
</tr>
<tr>
<td>0.148**</td>
<td>0.334**</td>
<td>1</td>
<td>0.622**</td>
<td>0.066**</td>
<td>0.021**</td>
<td>Criticism of Providence</td>
</tr>
<tr>
<td>0.798**</td>
<td>0.342**</td>
<td>0.244**</td>
<td>1</td>
<td>0.506**</td>
<td>0.021**</td>
<td>Providence</td>
</tr>
<tr>
<td>0.677**</td>
<td>0.375**</td>
<td>0.333**</td>
<td>0.535**</td>
<td>1</td>
<td>0.021**</td>
<td>Mental health</td>
</tr>
</tbody>
</table>

**Significantly in level 0.01  *Significantly in level 0.05

As can be seen in Table 3, solidarity of all the components of perfectionism and spiritual health is positive and significant. In other words, by promoting management style, rewarding and
punishing, performance evaluation, competition, criticism and foresight, spiritual health score improved and improved. For further study and to predict spiritual health using regression analysis was used components of perfectionism.

**Table 4: Spiritual Regression analysis on the components of perfectionism**

<table>
<thead>
<tr>
<th>Significant</th>
<th>T</th>
<th>Beta</th>
<th>Standard deviation</th>
<th>Regression coefficient</th>
<th>Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/0001</td>
<td>10/70</td>
<td>---</td>
<td>5/93</td>
<td>63/51</td>
<td>Constant</td>
</tr>
<tr>
<td>0/0001</td>
<td>5/99</td>
<td>0/338</td>
<td>0/246</td>
<td>1/47</td>
<td>Management style</td>
</tr>
<tr>
<td>0/0001</td>
<td>-5/09</td>
<td>-0/380</td>
<td>0/395</td>
<td>-1/82</td>
<td>Motivation &amp; punishment</td>
</tr>
<tr>
<td>0/001</td>
<td>3/32</td>
<td>0/203</td>
<td>0/178</td>
<td>0/592</td>
<td>Performance evaluation</td>
</tr>
<tr>
<td>0/0001</td>
<td>4/13</td>
<td>0/372</td>
<td>0/170</td>
<td>0/703</td>
<td>Competition</td>
</tr>
<tr>
<td>0/0001</td>
<td>7/20</td>
<td>0/388</td>
<td>0/264</td>
<td>1/90</td>
<td>Criticism</td>
</tr>
<tr>
<td>0/001</td>
<td>3/24</td>
<td>0/310</td>
<td>0/199</td>
<td>0/645</td>
<td>Providence</td>
</tr>
</tbody>
</table>

R=0.865 R2= 0.748 F= 81.96 Sig <0.01

Table 4 shows the multiple correlation coefficient equals to 0/865 and its square is equal to 0.748 which shows about 75 percent of the spiritual health of the model through the components of perfectionism is predictable. Regression analysis of all components of perfectionism is significant to spiritual health. Among the components of reward and negative punishment coefficient and other components' coefficient are positive and significant.

The fourth hypothesis says that the motivation and perfectionism to create spiritual health among employees of the Melli Bank have a significant relationship. To test this hypothesis first Pearson correlation between these three variables were calculated.

**Table 5: Spiritual Regression analysis based on achievement motivation and perfectionism**

<table>
<thead>
<tr>
<th>Significant</th>
<th>T</th>
<th>Beta</th>
<th>Standard deviation</th>
<th>Regression coefficient</th>
<th>Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.005</td>
<td>11.44</td>
<td>---</td>
<td>5.49</td>
<td>62.67</td>
<td>Constant</td>
</tr>
<tr>
<td>0.005</td>
<td>2.82</td>
<td>0.190</td>
<td>0.09</td>
<td>0.255</td>
<td>Perfectionism</td>
</tr>
<tr>
<td>0.001</td>
<td>9.82</td>
<td>0.661</td>
<td>0.048</td>
<td>0.475</td>
<td>Achievement Motivation</td>
</tr>
</tbody>
</table>

R=0.813 R2= 0.662 F= 166.15 Sig <0.001

As can be seen in Table 5, where the beta value as a sign of solidarity between motivation and perfectionism to spiritual health has a positive and meaningful correlation. Namely, by increasing motivation and perfectionism, spiritual health level is higher in the samples. To further explore and possibility of spiritual well-being forecast regression analysis based on achievement motivation was used.

Results Table 5 shows that the multiple correlation coefficient is equal to 0.813 and square is equal to 0.662 which is called the coefficient of determination and shows that sixty-six percent of spiritual health changes is predictable in this model through motivation advances and perfectionism. Regression coefficient analysis on spiritual motivation is equal to 0.255 which with T value 2.82 times at a significance level of 0.01. and 0.475 times the regression coefficient perfectionism spiritual health is equal to the amount of T9.82 at the significant level of 0.01 is significant.

**Conclusion and discussion**

The conclusions from this study were based on the hypothesis action. First, we present the results, which will be discussed: The results of the first hypothesis indicate that correlation and regression coefficient between achievement motivations with perfectionism is positive and meaningful. it means by increasing motivation, higher levels of perfectionism in the sample were

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observed. These findings are consistent with the findings by Shaferan et al. (2001), Zare and Mollaei (2012), Ghorori et al. (2012), has alignment and coordination.

Basically achievement motivation toward each feature brings excellence and improving for every individual advanced and, In other words features such as perfectionism and attention are the expression of the fundamental factors in the progress of individuals and organizations.

In general we can say that the individual motivation is the Basic approach, which improves individuals and organization of their features. Due to this effect to attentively to excellence and perfection, so we can expect that the components of perfectionism including management style, performance evaluation, competition, criticism has the most prospective effects of motivation on their progress.

The second hypothesis showed that the correlation between motivation and spiritual health is positive and meaningful. The regression coefficient of achievement motivation is also very strong and positive on spiritual health. These findings are consistent with findings of Yasaminejad and et al. (2011), Abbasi and et al (2012), Ross (2006), Omidvari (2008) Gelber (2004) has coordination and alignment.

Yasaminejad et al. (2011) focuses on relationship between conflict and spiritual health promotion. The results of the Gelber (2004) on the relationship between mental health and spiritual well-focused on internal worship. The findings showed that there is a significant positive relationship between the internal spiritual and religious impulses for progress in religion.

Abbasi et al (2012) also suggest that spirituality is a state of being but spiritual health is a state of having. Spiritual well-being to have a sense of acceptance, positive emotions, morality and a sense of positive mutual relationship with a higher power and holy, that is a dynamic process and coordinate the cognitive, emotional, character and personal outcomes achieved basically the same motivation inner person to progress.

According to Ross (2006), four dimensions of spiritual health were proposed : acceptance the relationship with God, self, society and the environment, and to appreciate the completeness of the guarantee and, according to the head of spirituality and spiritual health can present different ways: daily interactions with others, trust, honesty, do right, integrity, respect, dedication and compassion, etc (Omidvary, 2008).

In general, the incentive is that a person's inner state of progress in all areas leads to improve and getting better. The same expectation is for spiritual health. In other words, because there is a person of high achievement motivation, the motivating factor for his spiritual well-being will improve.

The third hypothesis confirms that correlation of all the components of perfectionism and spiritual health is positive and significant. In other words, by promoting management style, rewarding and punishing, performance evaluation, competition, criticism and foresight, spiritual health score improved and improved.

These findings are consistent with the findings of Ibrahiminejad and Salimian(2007), Shaferan et al.(2002), Molaei (2007), Yazdani et al. (2010), Chang (2004), Benson (2003), Claude and Zamber (2003) has alignment and coordination.

Given that positive perfectionism goes to excellence and better, so it seems that such property in any aspect of the organization and the staff is visible in character and hence, the relationship between perfectionism and spiritual health was also significantly positive. In other words, it is expected that these two variables have an impact on both the development and progress of the organization.

Studies suggest that perfectionism with symptoms such as self-control that is the essence of spiritual health components, and a significant positive correlation Chang (2004).
Findings of Yazdani et al (2010) on the basis of knowledge with regard to the spiritual well-being shows that the perfect man is the subject of Islam and mystics with the comprehensive training, in order to achieve full human dignity, perfectionism and spiritual health Islamic mysticism is mixed together and the two concepts are not clear.

However, the attention to positive features, such as perfectionism and striving to improve the spiritual health is the fundamental factors in the development of the individual and the organization (Ibrahiminejad & Salimian, 2007).

In addition to explaining the results of the third hypothesis can be said in regard to the components of these two variables shows that the components of the confidence, trust, objectivity, morality, holiness and self-concept as closely spiritual health with components such as futures, criticism and evaluation, and the trend toward personal integrity and spiritual health organization may also be in the organization.

The fourth hypothesis findings showed that the correlation and regression coefficients between motivation and perfectionism with spiritual health have a positive and meaningful relation. Namely by increasing motivation and perfectionism, spiritual health goes higher in the samples. The results of the Zare & Mollaei (2012), Ghoroori et al. (2012), Abbasi et al (2012), Noori & Janbozorgi (2008), Morgan et al.(2006), Claude and Zamber (2003), Chang (2004) and Omidvari (2008) is coordinated as well aligned.

Motivation factor for overtaking in a particular behavior is that the criterion or criteria, so that people with low achievement motivation, critical success factor, don't not feel complete because the effort is not put on the ballot's very difficult to obligations simple (Khodapanahi, 1997) and therefore they do not succeed or don't feel happy of success.

According to features such as perfectionism (positive) and trying to improve the spiritual health of the fundamental factors in the development of the individual and the organization is (Ibrahimnejad and Salimian, 2007) and a sense of spirituality and innate human tendency toward spiritual matters such as science and knowledge, moral goodness, beauty, holiness and worship knows the difference between humans and other creatures.

Spiritual health can manifest in different ways, such as interacting with others, trust, honesty, do right, integrity, respect, dedication and compassion, etc. (Omidvari, 2007) show that this kind of perfectionism and spiritual excellence of the individual and the organization.

Abbasi et al (2012) indicates that spiritual health is a state of being and to have a sense of acceptance, positive emotions, morality and a sense of positive mutual relationship with a higher power sacred, others, and that is a dynamic process and coordination of cognitive, emotional, character and personal outcomes achieved. Hence the perfection of the spiritual health is a prominent feature.

Ghorori et al (2012) indicated that hard work, confidence, and perseverance showed no significant role in predicting progress. So it seems increasing motivation of student's plays an important role.

Zare and Mollaei (2012) showed that there are multiple correlations between personality traits and motivation and positive personality trait of conscientiousness best predictor of achievement motivation and personality traits of neuroticism is a negative predictor of achievement motivation.

Claude and Zamber (2003) suggest that workplace spirituality has direct impact on the success of the organization because it increases productivity and creativity, reduce staff turnover, absenteeism is stress reduction. Also, employees who experience workplace spirituality are loyal to the organization and more commitment to their duties. Morgan, Gaston and Mack (2006) also show
that between spiritual health and quality of life in areas of physical, emotional and behavior. There is a significant relationship.

It can be said that the spiritual health as a transcendent purpose for the individual and the organization and the various factors that influence. Of the role of perfectionism and achievement motivation is a key role. Motivation as the driving force that pushes the individual and the organization to achieve excellence and perfectionism as a trend that will facilitate this path plays an important role in mental health. Some of the suggestions of study are as follows:

Given that the relationship between motivation and perfectionism were significant, it is indicates that to promote perfectionism, more attention should be motivated to staffs. For example, through the creation of internal incentives like feeling consent of work and organizational support of employees with higher motivation.

Given that a significant relationship between motivation and spiritual health, it is suggested to improve the spiritual health of employees, their motivation to be promoted through appropriate procedures e.g., to create a spiritual environment in the organization and attention to ethics and objectivity in the organization.

Given that the relationship between perfectionism and spiritual health was positive and significant, it is suggested that to promote spiritual well-being of employees, improve their perfectionism and increased motivation through perfectionism is also to strengthen mental health.

According to the motivation and perfectionism to spiritual health impact at the same time, it is proposed to further improve the spiritual health of employees, motivate and uplift individuals and organizations responsible at the same time the bank will have a higher spiritual well-being.

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