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THE RELATIONSHIP BETWEEN THE STAFF CREATIVITY AND THE ANOMIE PHENOMENON IN HEALTHCARE CENTER OF AHWAZ PETROLEUM INDUSTRY

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ABSTRACT

This study aimed to investigate the relationship between the staff creativity and anomie phenomenon in Healthcare Center of Ahwaz Petroleum Industry. This is a descriptive correlational applied study. The statistical population includes 500 official staff of Healthcare Center of Ahwaz Petroleum Industry that was selected using the stratified sampling method. Therefore, 500 questionnaires were distributed and analysis of data was conducted using the SPSS software. The measuring instruments used in this research are individual anomie, social anomie, economical anomie, Randsip Questionnaires, and behavioral characteristics questionnaire of the creative people. In order to analyze the collected data, inferential statistics such as Spearman correlation and the descriptive statistics (frequency, percentage, mean, and standard deviation) were used. The results with a significance level of $P < 0/05$ showed that there is a negative and significant relationship between the creativity and anomie as well as the creativity and individual, economic and social anomie.

Keywords: *Anomie, Individual Anomie, Social Anomie, Economical Anomie, Creativity*

INTRODUCTION

‘What we have and others do not and what we have thought about it all and made it or practiced, repeated and benefited from it using our internal energies’, has been an interesting phenomena for all people in all ages. However, nowadays, it is academically studied and analyzed in the postgraduate levels, and is called the phenomenon of creativity.

This study aims to recognize and measure the creativity rate and its relationship with academic knowledge and formal education in Iran among the statistical population. The creativity barriers of the statistical population were identified during the study. Anomia that is one of the salient features of the developed countries was meticulously investigated. There is a large amount of routine and repetitive tasks in the organizations and the creativity is lower than the desired average. The high number of routine and repetitive tasks, low rate of the creativity and official knowledge of the staff are problematic in the organizations. On the other hand, the shift employees in the operational units and conditions of the administrative department are two indicators of the routine and repetitive tasks that cause anomie. Likewise, the researches that have been conducted by the leading scholars in sociology in the recent ten years in Iran (Rafipour, 1999; Piran, 1993); demonstrated that Iran is an anomic country.

According to the results of the researches and similarities between the characteristics of the Healthcare Center of Ahwaz Petroleum Industry and the characteristics of anomie explained in the studies, it is necessary to carry out studies on anemia among the statistical population. Another reason for this kind of the study is the importance and necessity of the creativity as a regular phenomenon in the organizations. This confirms the results of the studies conducted by the theorists in the published books, papers, and journals. Moreover, all of the organizations consider creativity as a valuable organizational asset. Therefore, other studies in this regard are necessary to make a clear and precise relationship between these two states. Given that, the Healthcare Center of Ahwaz Petroleum Industry is not exception from this rule, this topic was investigated in this study, too. It should be noted that studying the social anomia in the statistical society besides the creativity could be a strong motivation for such researches whether by researchers of this thesis or by others.

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Theory and Literature Review

Anomie

Anomie was originally used in its new meaning by Jean Marie Guyau, a French philosopher. First, he proposed the concept of moral anomie and then, the concept of religious anomie in his two famous books titled *A Sketch of Morality Independent of Obligation or Sanction* (1885) and *The Non-Religion of the Future* (1887).

Anomie or Lawlessness is a concept that Durkheim, the French sociologist (1897), introduced it into the sociology. He defined anomie with regard to the urban community and considered it as community features where there is no constant basis for the norms and people do not know about their duties. Most of the definitions of anomie are based on that of Durkheim, the prominent French philosopher and sociologist. Durkheim defines anomie as a concept that may be used to describe for moral status of Europe society and considers it as a disease in the new era in spite of Guniyo. The only clear synonym that Durkheim has always used for anomie is *Dereglement* in suicide (This is a French term and its literal translation in English is *Deregulation*). According to Durkheim (1974), anomie means the inability of refusing the rebellious, insatiable, and arrogant passions. He also believes that anomie is a state in which limiting rules cannot restrain human lusts. Avarice breaks all the boundaries. However, when the rules govern, people suffer from their avarice and greed (Durkheim, 1965). Durkheim considers anomie as a collective state characterized by evil, disaster, disease, distress, confusion and disorganization (Durkheim, 1999; Abid).

Durkheim with reference to Socrates and Christ says that these two were anomalous but not anomic people (Durkheim, 1980). He also refers to the two elements of the ethics including duty or obligation and desirability. He states that these two elements are destroyed by anomia (Durkheim, 1965). Generally speaking, all of the Durkheim works are based on anomia and this shows that Durkheim has been too preoccupied with this phenomenon in his lifetime.

Anomie literally means *anomy*. Anomie in Webster Dictionary is derived from Greek word *anomos* in which “a” is a negative prefix and *nomos* means law and custom. Therefore, “anomie” means lawlessness or anomy. It is supposed that the *anomia* that is used in the Bible is derived from the Greek *anomos* that means lawlessness and anomy.

Merton, a famous American sociologist explains that anomie results from the collapse of cultural structure. He believes this type of anomie occurs when there is a material distinction between values and cultural targets. Merton states that if there is a distance between goals and the means to achieve them, then crime will occur. The rape crisis may be studied and analyzed by the anomie theory. Anomie that is translated into chaos, social disorders, and lawlessness in Farsi is the loss or disintegration of the norms. It is a turbulent social state in which norms are weak, instable and contradictory.

Historical Trend of Industrial Anomie Definition

Industrial anomie has been proposed after Durkheim as the re-emergence of anomie and has been originally developed in American Sociology and by Sorkin (1928) in *Theories of Contemporary Sociology*. Then, Mayo (1933) in *Human Problems of Industrial Civilization* regards anomia as an equivalent to the social disorganization that is a common concept in Chicago School (Mayo believes that social-organizational anomie is a feature of big industrialized cities and causes many social problems in the industrial societies)

Parsons (1937) addresses the anomie in his *Structure of Social Action*. He believes that anomie is the disorganization state that breaks down norms and shows that anomie is a normative collapse. Merton (1983) in his famous paper entitled *the social structure and anomie* in the journal of Sociology of America states that the anomie was caused by the incompatibility between the cultural objectives and institutionalized facilities for achieving these goals.

Anomie in 1950s

Iver refers to three types of anomie in his book entitled *Fortifications that we honoring*. He believes that anomie is a state of mind that affects people. He says that people are anomic when:

- Their life is meaningless and aimless

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- Pursue tools such as power for the sake of tools
- Isolate from significant human relationships

Riesman *et al.*, (1950) published a book titled *massively single* and considered anomie synonymous with *maladjustment*. Those who are not consistent with the behavioral patterns of their time such as traditional patterns, internal or external patterns may be autonomous or anomic. Brooks (1951) in his paper entitled *the Anatomy of anomie* pointed out that the concept of anomie is used to determine the status of the individual and society. He believes that acute anomie is for society and chronic anomie is for individuals.

Anomie in 1980s

Anomie had the highest growth in 1980s. Abrahamson re-explains the Durkheim's concept of welfare anomie and believes that anomie occurs not only in the poverty conditions but also in sudden welfare conditions. Merton neglected this aspect. Agano (1980) in his paper entitled *The success and anomie: effect of goals on anomie* completed the Merton's theory. He believes that objectives of people differ in this state, too. In SDA Institute, AtsIndr (1955), a sociologist, addresses anomie as a consequence of socio-economic development, notably in the third world countries. His Findings was published in a special issue of International Journal of Sociology and Social Policy. AtsIndr *et al.*, in his book entitled *comparative study of anomie* believed that *social instability* is the most appropriate definition for anomie at the macro-level of society.

Evaluation of Different Branches and Categories of Anomie

Anomie has been already classified as individual, social, political, economic, and religious classes and has been studied in a variety of ways. Individual anomie is a state that man is only seeking its position in society and looking for its own desires and goals despite the demands of society. In this case, the positive and negative meaning of anomie is identified and then it forms the basis for social anomie that follows the positive and negative meaning of individual anomie.

Social anomie has several dimensions. Cultural anomie is the most important one that is recognizable at the social behaviors. It is a status that individuals and social groups do not follow the norms in society. This is due to the weakness of social norms and it is observable in the form of social insecurity, Immorality, individual and group deviations of social relationships and so on. Cultural norms consist of behavioral pros and cons that are manifested in the form of social performances and when they are ignored, cultural anomie occurs. Examples of cultural anomie are ignorance of norms by the people and drug addiction of the young people. Likewise, this kind of anomie is investigated with variables such as cynicism, distrust, confusion, and lack of content. As the social anomia increases among the young people, economic anomia increases, too and consequently, the economic, social, and political anomie increases in an ascending trend.

According to Durkheim, economic anomie is a kind of anomie that shows the collapse of accepted values that stabilize expectations. It means that there are rules in all societies that regulate the people's expectations. He states that economic anomie shows the prevalence of the illogical endless desires and there is no rational justification or reasons based on the abilities.

Investigation of the political and religious anomie is of the limitations of this study. However, they show the ignorance or even violation of the religious and political values, norms, and rules in the society.

Anomie Background in Iran

Piran, sociologist, investigated the anomie in 1990s for the first time. He defined anomia and explained its background as follows:

"What is anomie? Anomie was meant as (unfair) lawlessness and immorality (non-comparable with morality) in ancient Greek. There are different confusing interpretations for this concept that is not clear if they are positive or negative. Because, although, it is negatively used in most texts, sometimes, it represents a deconstructive process, as if it breaks a tradition or removes a constraint and is considered positive. Anomie has been discussed in Persian literature, notably in mysticism.

Marjaei in a study conducted with National Youth Organization shows that anomie is originally sought in a society in which norms, monitoring the roles and behaviors of the population are ignored. He explains that in such society, due to the social system disorders, ignorance of the norms will be prevalent. Marjaei

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shows that the lack of job security is another economic factor that causes anomie. He demonstrates that if the people feel that they might lose their job for unknown reasons, this causes the perplexity and lack of commitment to the standards and norms.

Rafipour uses anomie as a social disorder and variable that means the observance or non-observance rate of norms. He also defines anomie as lawlessness or normless states, in which people cannot interact based on a system of common rules and satisfy their own needs and provides a theoretical framework for it. Consequently, there is no social and cultural order. He believes that norm and formlessness is the main core of anomie and considers anomie as *negative anomie*. Moreover, he regards the deviations as the factors affecting the emergence of anomie and divides them into three deviation categories at macro (society) and micro levels (family).

Kosari in his doctoral thesis classifies the following approaches for anomie based on the conducted studies:

- 1- Anomie as an anomaly
- 2- Anomie as a conflict of norms
- 3- Anomie as a conflict between the individual and collective states
- 4- Anomie as a weakness of social cohesion
- 5- Anomie as a sense of meaninglessness
- 6- Alienation and anomie

Creativity

Creativity or creativeness is a mental process of exploring the existing concepts and ideas that is triggered by conscious or unconscious insight. In fact, creativity means the use of mental capabilities to create a new thought or concept that is interpreted as a combination of ideas or creation of continuity between the ideas. In other words, creativity is playing with imagination and possibilities that leads to the new meaningful results when communicating with the environment. Torrance (1962) considers creativity as a form of problem solving. He believes that creativity produces something both original and valuable and emanates from the conscious and unconscious processes.

Madnyk defines creativity as shaping the associative elements in the form of new combinations based on the specific requirements. Gyrlyn believes that creativity is to look deeper and get out from the closed doors and creativity means the desire to know. Vernon believes that creativity is personal ability to create ideas, theories and insights and new objects and reconstruction in sciences and other fields that are innovative and valuable from a scientific, aesthetic, social, and technological viewpoint.

Some studies define creativity as an innovative power, flexibility, and sensitivity to the ideas that enable learners to think with no consideration of the results of irrational thinking or innovative results that leads to the personal satisfaction and even happiness of others. Therefore, creativity is a mental process of a certain person at a certain time that causes a new effect or an original idea, verbal or nonverbal, subjective or objective.

Keenan defines creativity as problem-solving process so that is innovative and original. Williams considers creativity as a skill that can connect the disperse information and combine new information factors in a new form and relates the previous experiences to the new information in order to create unique and unconventional responses. Mayer and Vayzbrg (1995) define creativity as the ability to solve problems that person has not learnt their solution before (creativity beyond the Vayzbrg's myth of genius). Baron (1988), Jackson and Messick (1967) and Vasys (1990) define creativity as the ability of new and proper work (Hosseini, 1997).

Research Background

a) Hosseini in her thesis entitled *Analysis of the nature of creativity and its flourishing* discusses the creativity components, factors, barriers, and techniques that were used in the theoretical framework of this study.

b) Ramesh khahin his psychology thesis analyzed the mental theories of creative personality among the instructors and students of physics, art, theology, psychology, and people with nonacademic education. This study is of particular importance due to the exploration of the concept dimensions of creative

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personality and recognition of the most outstanding characteristics of creative people of students and university instructors and people with no education. The findings of his study were considered as one of the bases of this study.

c) Nouroziin his executive management thesis investigated the relationship between creativity and organizational anomie phenomenon in National Iranian Drilling Company. His findings were used in this study.

d) Aghajeri in his governmental management analyzed the relationship between the creativity and anomia in National Iranian Oil Company and Saipa Company. His findings were used in this study.

e) Since this study mainly investigates the relationship between the anomie phenomenon and creativity. None of the above-mentioned studies except two have not discussed this relationship. This is a new subject that few studies have discussed it. Therefore, further researches are necessary.

Research background on anomie is as follows:

Parviz Piran the member of sociology group in Cultural Research Bureau and university professor has conducted a research on “anomie in Tehran.” His research has been done in several cities and at different ages that measure anomia in different areas of economic, social, political anomia and individual anomia. Findings were used to measure anomia and it is desirable in explaining anomia in management. Faramarz Rafi-Pour has conducted the outstanding research on anomia in Tehran. He published his findings in a book entitled “anomia or social disorganization”. The results of this research have been used in the study. Dr. Masood Kausary has developed his PhD thesis in sociology at Tarbiat Modares University. It has a strong theoretical basis and it was used in theoretical framework of the study.

Research Hypotheses

The main hypothesis of the research is as follows:

There is a significant relationship between the anomia and creativity rate of the staff of Healthcare Center of Ahwaz Petroleum Industry.

Secondary hypotheses of research are as follows:

First sub-hypothesis: There is a significant relationship between the individual anomie and creativity of the staff of Healthcare Center of Ahwaz Petroleum Industry.

The second sub-hypothesis: There is a significant relationship between the social anomie and creativity of the staff of Healthcare Center of Ahwaz Petroleum Industry.

The third sub-hypothesis: There is a significant relationship between the economic anomie and creativity of the staff of Healthcare Center of Ahwaz Petroleum Industry.

MATERIALS AND METHODS

This is a descriptive correlational applied study. In this study, the variables were not changed and the existing conditions in the research population were studied. Since the objective of this study is to investigate the relationship between the staff creativity and anomia phenomenon in Healthcare Center of Ahwaz Petroleum Industry, so it is a causal study.

Data Collection Tools

Measuring devices should evaluate the variables, concepts, or phenomena as required. A scientific measurement provides the necessary data for research (Khaki, 1999). Researchers use questionnaires to know more about the past and present time or anticipate the future events. In most cases, questionnaires are more scientific, convenient tools compared with the interviews, and help the researchers study the larger sample sizes (Naderi and SeifNaragi, 1999).

Three standard questionnaires were used in this study.

Anomie Questionnaire

This questionnaire is used for anomie in three classification of individual, social, and economic anomie. Rafi-Pour's study (1999) was considered as one of the studies conducted by Iranian scholars.

- Individual anomie (1-6)
- Social anomie (7-16)
- Economic anomie (17-22)

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Randsip's Creativity Questionnaire

This questionnaire that was originally designed by Randsip and published in *Personal Journal* (1979) is used for measuring the staff's creativity. This questionnaire has been translated by Moghimi and published in a book entitled *organization and management of research approach* and is used as one of the most authentic measurement tool in the management (Moghimi, 1999) This questionnaire has 50 items based on 5-options Likert scale.

Questionnaire of Behavioral Characteristics of the Creative People

This questionnaire measures the behavioral characteristics of creative people. It is used to ensure the validity assessment of creativity of the Randsip's test. This questionnaire was translated by the researcher from the reference book. It was used in pilot studies to ensure the reliability. There was not any specific problem in the research. Therefore, it is considered in pilot study and used in this study. In this questionnaire, 50 behavioral characteristics have been considered. Respondents were asked to select and mark 10 top items of the characteristics that describe their personality. Creativity rate was classified in five classes based on the characteristics of the creative people. This issue is corresponding to five classes of Randsip's test scores that are shown in data analysis of the present study.

Data Analysis

Data Analysis of the Randsip's Creativity Questionnaire

In this questionnaire, each question had a score of -2 to +2 and the scores were classified as follows:

80-100: very creative

60-79: above average creative

40-59: average creative

20-39: below the average creative

19-100: non-creative

Scores are collected and the total mean is calculated according to the obtained scores for each person in the questionnaire. For convenience, Likert scale with items from *strongly agree* to *strongly disagree* was used in the questionnaire. Then, using the SPSS and based on the scores, each item in the defined key by the reference, was coded and scored were calculated.

Data Analysis Methods of the Behavioral Characteristics of Creativity

In this questionnaire, 50 behavioral characteristics have been considered. Respondents were asked to select and mark 10 top items of the characteristics that describe their personality.

Scoring the Items

For each of the following items, 2 points are considered.

Powerful, flexible, assiduous, tactician, respectful, devoted, noble, independent, courageous, strenuous, perceptual, curious, dynamic, innovative, complicated

For each of the following items, one score is considered.

Careful, determined, restless, informal, alert, open-minded, prospective, self-esteem

Other items have no scores.

The collection of scores and interpretation of results are as follows:

A very creative 16-20

B above the average 11-15

C average 6-10

D below the average 1-5

Note that question 23 of first questionnaire of this study has been devoted to this part.

The Analysis Method of Anomie Questionnaire Data

Given that this questionnaire is based on the results of Rafi pour's study, data analysis is similar to the same reference. Thus, in order to evaluate this phenomenon, 22 questions were selected with respect to the requirements for measuring individual, economic, and social anomia. Some of the questions are classified using Likert scale from *strongly agree* to *strongly disagree*. The scoring of these questions is from zero to 4 for *strongly agree* to *strongly disagree* and it is encoded and calculated using the SPSS software. The other questions are based on the scale and respondents were asked to select the desired

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point on both sides of the scale. Then, information reference was encoded with regard to the status of each question and descriptions. Two of the questions determined the goals and aspirations of the individuals. The answers are numbered from 1 to 8 and they entered in the analyst software in the same way. These two questions are descriptive and separately analyzed.

Appropriate statistical analysis is used in all studies based on the levels of analysis of the variables. Conducting the statistical analysis and obtaining the necessary data are a function of research data. The methods of statistical analysis divided into two major parts in this study:

1- Techniques of descriptive statistical analysis including tables and graphs, measures of central tendency, dispersion, and frequencies that are frequently used in the univariate analysis.

2- Techniques of inferential statistical analysis are as follows:

a) Due to the normality of data, T and F tests are used to compare groups. Central limit theorem explains that the distribution of sample means is a normal curve by enlarging the sample size. Therefore, by considering the size of statistical population, the distribution of sample is normal. (Yaghubi, 2010)

b) According to the type of variables (sequential), the Spearman correlation coefficient was used in order to investigate the relationship between anomie and creativity variables.

c) The calculations are conducted using the SPSS software.

Research Model

The following model is based on this research. Thus, anomia and its classifications as independent variables and creativity as independent or predictor variable under the influence of the creativity are considered. Meanwhile, the impact of moderator variables such as gender, age, background, and education are measured and shown as the complementary findings of the research.

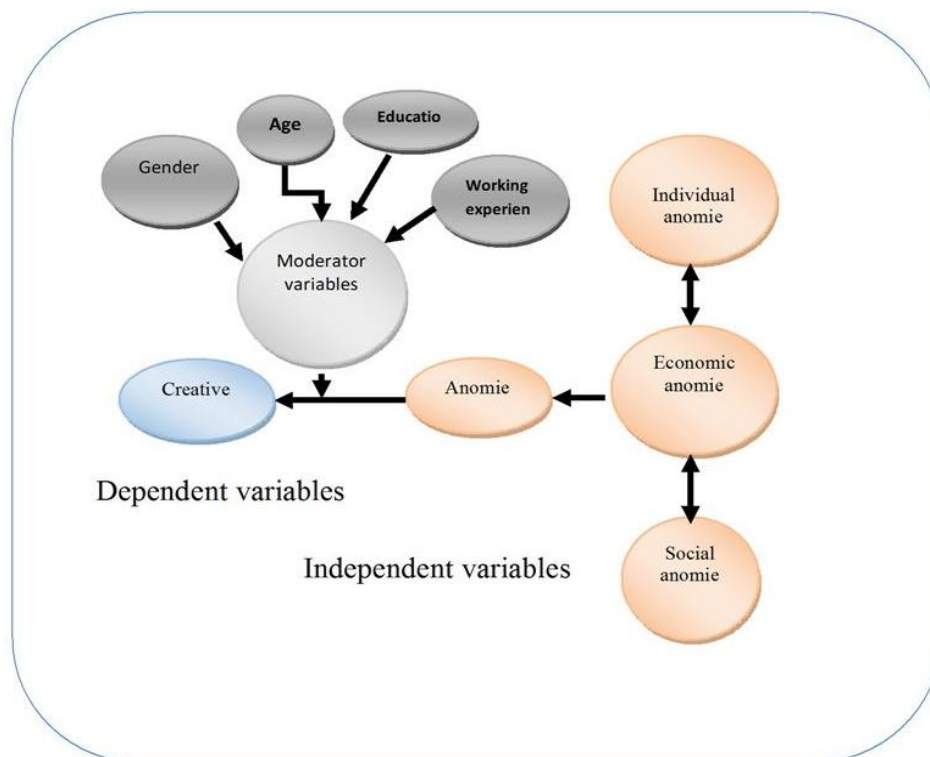


Figure 1: Research model

Methods of Data Analysis

In order to analyze the data, correlation analysis statistical methods were used. In order to find relationship between variables, SPSS software was used and in order to model the structural equations, Lisrel software was used.

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RESULTS AND DISCUSSION

Results

The overall results obtained from the t-test for determining the mean status of anomia (individual, social, and economic) components in the research population are shown in table 1.

Table 1: General status of anomie and creativity in the research population

Variable	N	M	SD	t	df	Skewness	Kurtosis
Individual anomie	500	3.265	0.7373	98.88	499	3.325	3.19
Social anomie	500	2.45	0.601	91.33	499	2.401	2.506
Economic anomie	500	4.053	0.665	136.26	499	3.994	4.111
Anomie	500	3.109	0.385	180.34	499	3.076	3.143

Table 1 show that there is a high mean of individual, economic anomia and a medium mean of social anomia in the society. Anomie is generally has a relatively high mean in the population.

Creativity Status in Research Population

The overall results of t-test for determining the mean status of creativity component (behavioral characteristics of creativity and Randsip's test) are shown below.

Status of Randsip's Creativity Questionnaire

Table 2: The status of the creativity in the research population

Variable	N	M	SD	t	df	Skewness	Kurtosis
creativity	500	9.67	2.309	93.618	499	9.87	9.47
Variable	M	SD	IF	max	min		
creativity	0.0584	0.16296	0.026	0.48	-0.40		

In the test of model hypotheses, Spearman correlation coefficient was used because of sequential test variables.

The research hypotheses are as follows:

1. Main hypothesis of the research: There is a significant relationship between the anomie and the staff creativity in Healthcare center of Ahvaz Petroleum Industry.
2. First sub- hypothesis of the research: There is a significant relationship between the individual anomie and staff creativity in Healthcare center of Ahvaz Petroleum Industry.
3. Second sub- hypothesis of the research: There is a significant relationship between the social anomie and staff creativity in Healthcare center of Ahvaz Petroleum Industry.
4. Third sub- hypothesis of the research: There is a significant relationship between the economic anomie and staff creativity in Healthcare center of Ahvaz Petroleum Industry.

Table 3: Results of output test

Hypotheses	N	R	P
Creativity / anomie	500	-0.115	0.010
Creativity / individual anomie	500	-0.145	0.001
Creativity / social anomie	500	-0.115	0.000
Creativity / economic anomie	500	-0.130	0.003

Based on the results of the main hypothesis of the test, there is an inverse relationship between the dimensions of anomie with creativity. Furthermore, the results of triple sub-hypotheses tests show that as the individual, social, and economic anomie rates increase, the creativity rate decreases. This means that rate of creativity barriers was considered. Therefore, anomie is a barrier for creativity.

The complementary findings of the research

The results are shown in the following tables:

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Table 4: t-test results of independent groups for comparing the anomie and creativity in both men and women groups

Variable	Group	N	M	SD	df	t	P
Anomie	Female	201	3.1572	0.31779	491	-2.383	0.000
	Male	299	3.0781	0.42271			
creativity	Female	201	0.0406	0.16307	491	2.009	0.699
	Male	299	0.0704	0.16161			

Table 5: ANOVA results for comparing the average anomie and creativity among the staffs with different educational levels

Variable	Educational	N	M	SD	df	t	P
Anomie	Diploma	47	2.9023	0.40931	6.257	4	0.000
	Advanced diploma	150	3.1945	0.43507			
	BA	215	3.0759	0.13138			
	Master	70	3.1558	0.34752			
	PHD	18	3.1742	0.29011			
creativity	Diploma	47	-0.477	0.15450	9.102	4	0.000
	Advanced diploma	150	0.0539	0.11452			
	BA	215	0.0636	0.16613			
	Master	70	0.0903	0.20022			
	PHD	18	0.1867	0.18433			

Table 6: ANOVA Results for comparing the average anomie and creativity among the staffs with different age groups

Variable	Age	N	M	SD	df	t	P
Anomie	Under 20 years	3	2.909	0.000	3	0.550	0.648
	21-30	78	3.131	0.3303			
	31-50	343	3.100	0.3690			
	More than 50 years	76	3.137	0.5027			
Creativity	Under 20 years	3	0.280	0.000	3	3.690	0.012
	21-30	78	0.090	0.1587			
	31-50	343	0.046	0.1561			
	More than 50 years	76	0.070	0.1875			

Table 7: ANOVA Results for comparing the average anomie and creativity among the staffs with different work experience

Variable	work experience	N	M	SD	df	t	P
Anomie	Under 5 years	6	3.2273	0.04979	0.337	1.142	5
	5-10	55	3.1190	0.42030			
	10-15	128	3.1683	0.30341			
	15-20	133	3.0636	0.34272			
	20-25	71	3.1005	0.0884			
	More than 25 years	107	3.0926	0.48580			
creativity	Under 5 years	6	0.0400	0.042612	0.007	3.253	5
	5-10	55	0.1204	0.14322			
	10-15	128	0.284	0.17024			
	15-20	133	0.0798	0.16196			
	20-25	71	0.0501	0.16064			
	More than 25 years	107	0.0424	0.16018			

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Complementary findings of tables 4 - 7 show that anomie is similar in men and women groups with different education levels, work experiences, and age. In addition, creativity is same for both men and women groups and it is different in terms of work experiences, educational degree, and age. It should be noted that based on the theoretical foundation, the group ages below 30 are more receptive to the techniques of creative skills. Therefore, Healthcare Center of Ahwaz Petroleum Industry should focus on these groups. Moreover, regarding the results of table 7, creativity is significant in school groups, which shows that academic and classic training may be effective in prosperity of creativity.

Discussion

A. Suggestions for Improving the Situation of Anomie

1. Intimacy between the staff and the authorities should be increased. This is fulfilled by sustainable organizational changes and organizational culture.
2. Pessimistic thoughts of the staff regarding the organization should be decreased. To this end, organizational benefits should be clarified for the staff.
3. Thoughts which make people to think only about own self such as “ I think to keep my wolf from the door” or “ everyone should take his own right in this circumstances” should be prevented and moderated by providing the legal services, entertainments and gifts to the staffs and their families. All of the staffs should consider themselves as the parts of a whole organization with common rights. Because individual anomie is more dangerous than two other modes of anomie. In other words, it can be more easily to change social factors than individual abilities.
4. The additional efforts are necessary to reduce the individual anomie including using the posters and banners on individual anomie that were explained in the questionnaire of the study. It is designed such a way that they can see these advertisements every day.
5. Research findings show that behavioral characteristics of the staff creativity had low scores. This indicates that behavioral characteristics of people are more anomic than creative. Thus, it is suggested to reduce the individual anomie, develop the behavioral characteristics of creative people, and improve the creativity by holding the training seminars.

B. Suggestions to Improve the Creativity

1. With respect to the importance of healthcare in public health and workforce of Petroleum Ministry and its organizations, this subject should be considered at the ministerial level. Therefore, it is suggested to hold the creative courses for the Associate's degree in order to improve and use the creativity.
2. It is suggested to hold the training courses of creativity with introductory classifications of creativity, intermediate creativity, advanced creativity, and time classifications of one week, two weeks, and three weeks in the annual training calendar and make these courses mandatory for the staff frothier personal promotion and for change of their organizational position.
3. Complementary findings in tables 4-7 show that anomie is different in men and women groups, with different educational levels, work experiences, and age. In addition, creativity is similar for both men and women groups and is different in work experiences, academic degree, and age. It should be noted that based on theoretical bases, the group age below 30 are more receptive to the techniques of creative skills. Therefore, Healthcare Center of Ahwaz Petroleum Industry should focus on these groups. Moreover, regarding the results of table 7, creativity is significant in school groups, which shows that academic and classic training may be effective in prosperity of creativity.

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