

## DOCUMENT RESUME

ED 435 790

CE 079 048

AUTHOR Kamarzarin, Hamid  
TITLE The Comparative Study of the Occupational Stress among Jobs and Bio-Feedback Training Effects in Iran.  
PUB DATE 1999-06-22  
NOTE 12p.; Paper presented at the International Symposium on Neurobehavioral Methods and Effects in Occupational and Environmental Health (7th, Stockholm, Sweden, June 20-23, 1999).  
PUB TYPE Reports - Research (143) -- Speeches/Meeting Papers (150)  
EDRS PRICE MF01/PC01 Plus Postage.  
DESCRIPTORS Adjustment (to Environment); Adult Education; Behavior Modification; \*Biofeedback; Comparative Analysis; Foreign Countries; Job Satisfaction; Occupations; Pretests Posttests; Program Effectiveness; \*Relaxation Training; \*Stress Management; \*Stress Variables; \*Work Environment  
IDENTIFIERS \*Iran; \*Job Stress; Training Effectiveness

## ABSTRACT

The effectiveness of biofeedback and relaxation training in reducing occupational stress was examined in a study of 50 individuals employed in various occupations in Iran. The study sample consisted of 15 workers (5 females, 10 males); 15 managers (5 females, 10 males); 9 guardians (3 females, 6 males); 5 dentists (2 females, 3 males); and 6 teachers (3 females, 3 males). All subjects were trained to control their occupational stress through relaxation and biofeedback techniques. Each of the 10 training sessions lasted 30 minutes. After the training sessions had been completed, the subjects were asked to continue training in their own work environment. All subjects were evaluated by the following methods before and after the training: clinical interviews; Minnesota Satisfaction Questionnaire, short form; and C-TEMP and GSR (Galvanic Skin Response) biofeedback. A chi-square analysis of the interview, questionnaire, and biofeedback findings failed to establish any relationship between sex of subject and effectiveness of treatment. However, effectiveness of training was significantly related to occupation. Specifically, the biofeedback and relaxation training was more effective in reducing the occupational stress experienced by dentists, teachers, and managers than it was in reducing the occupational stress experienced by guardians and workers. (Contains 27 references.) (MN)

Reproductions supplied by EDRS are the best that can be made  
from the original document.

Other agents, stress Oral 22/June 13/30 PM

ED 435 790

## The comparative study of the occupational stress among jobs and Bio-feedback training effects in Iran

**Kamarzarin.H**

Faculty of Education, Islamic Azad University, P.O.Box 113, Dezful, Iran.

Fax +98 641 60890

### ABSTRACT

**Introduction and objective** Due to the important of reducing occupational stress ,specially after war in Iran, This study has examined the effectiveness of **Bio-feedback (TEMP,GSR)** training in the treatment of fifteen patients (N=50,age range= 20 through 34) with occupational stress.

**Material and Method** Fifty patients of a clinical office through three months were diagnosed as suffering from major cause of occupational stress. A few of occupational stress are as follows: 1-daily physical and mental demands ,2- heart rate , 3-professional isolation , 4-difficulty decision making and 5-perceived lack of social status . At first of treatment programs , All of the patients were diagnose by: A- clinical interview ( self direct questioner) B- job satisfaction inventory (Minnesota satisfaction questionnaire,short form) and finally C- **TEMP and GSR Bio-feed back**. Number of Ss At the begin of the study were as follows : 1-fifteen workers, (5 females and 10 males), 2- 15 managers (5 female ,10 males ) 3- 9 guardians ( 3 female ,6 male )4- five dentists ( 2 females ,3 males ) and 5- six teachers (3 females ,3 males ) . The subjects were traine equally to control theirs occupational stress by relaxation and Bio-feedback training through ten,30 minutes' sessions. After training the subjects were asked to continue training in theirs work environment , Then , After three months of training , the subject were evaluate by **Bio-feedback (GSR and TEMP)** , job satisfaction inventory (Minnesota university inventory) and clinical interview .

**RESULTS** Data were analyzed by chi-square's statistics with the following results;1-There are no relationship between sex and treatment . 2-There are significant relationship between job and treatment

**CONCLUSION** This study comprise as well as few studies in stress control and **Bio-feedback** training literature's, show that training of this method reduces the stress of jobs and it provides increasing of job satisfactions.

**Introduction** The economic change is increasing by economic activities in developing countries. In these countries, the economic development is one of the most important

U.S. DEPARTMENT OF EDUCATION  
Office of Educational Research and Improvement  
EDUCATIONAL RESOURCES INFORMATION  
CENTER (ERIC)

- This document has been reproduced as received from the person or organization originating it.
- Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND  
DISSEMINATE THIS MATERIAL HAS  
BEEN GRANTED BY

*H. Kamarzarin*

TO THE EDUCATIONAL RESOURCES  
INFORMATION CENTER (ERIC)

1

characteristic . At this reason , acquire and retained of organic & mental health and environment of workers is the main cause of economic development .According to A meta analyze in literature of this article , the aim of this study is too discused , **Bio-feed back** training effect to decreasing of occupational stress in iranian workers . Thous , Attending to literature, the propose of this article “ is study of occupational stress and Bio feedback training affect between iranian jobs” that , would be discuses continuously by 6 rationales.

### **1-Developing Countries Workers and Their function** A- manathan-chathapurram-s

.This research reflects an inverse relationship between increased economic activity and the health and safety of workers in ASIA .According to this research low of decision making , poor use of job skills and lack of social support , are treats of occupational stress in worker (1994) **B-** Hoyle,Eric .Mc Mahon,Agner( 1986) . Discussed separately, few aspects of mental --organic distinctions in developing countries' workers. In base of this research, the occupational stress is associate by organic and mental dysfunction's . For example , decreasing the job satisfaction , poor of handling difficult situation's ability , daily physical and mental demands difficult decision making.

**2- Job and occupational stress** A- Powers,Cathrine A.( 1996). **B-**Borg,Mark G. Riding, Richard J (1993) .**C-** Blix,Arlene Gray. Lee, Jerry W (1991) **D-**Beehr,Terry A. And other ( 1990 ).**E-** Lam , Y. L Jack,( 1984). Discussed separately the job as a related variable to the occupational stress of workers , these studies clear the job and kind of job is an important factor in workers occupational stress . for example Powers,Cathrine a (1996) Was diagnosed to address the declining morale and the elevated job-related stress among the staff of a multiproblem human service agency.The paticipants were over 90 youth counselors and supervisors

**3-characteristic of job and occupational stress** A- Blix,Arlene Gary, and other (1994) . **B-**Pullis, Michael( 1992) .**C-** Beehr, Terry A. And other ( 1991).**D-** Maracco,John C And other (1984) .**E-** Lam, Y. L, Jack (1984).**F-** Barton, Paul T. Hoover, Elizabeth (1987). **G-**Borg,Mark G, Riding, Richard J (1993). Clear separately the kind of jobs( and certainly its environment) is related to occupational stress & organic and mental demands of workers. At this reason in this research the variables of occupational stress are organize as follows:

- 1.Poor coping ability,
- 2.Work load,
- 3.Increasing strain, and 4- Perception of social support . Were more important Factors that Related to occupational stress of worker's environment those Authors are discused it separately.

Personality and self-esteem of workers that were engage in few studies , 1- Rayburn,Carole A. And Others (1986) .2- Cummins, Robert C (1990 ) , discused separately personality as an Another related variables to occipital stress.

The Fourth category of occupational stress studies ,were relate to comparative studies .

### **4- The important of comparative studies in occupational stress and its treatment**

**A-**Smith, Earl. Witt,Stephanie L (1993) .**B-** Gaziel,Haim Hs (1993) studies, clear the

race and nation as an original factors that related to occupational stress of workers .A- Smith, Earl . witt, Stephanie L (1993) , from analysis of data from a national survey of about 1000 college faculty reported African - American faculty reported higher levels of occupational stress than white counterpart.B- Gaziell,H H (1993) Discused , Among 373 Jewish and Arab elementary teachers ,Jewish teacher reported higher occupational stress about community and parental expectations whereas Arab teachers were stressed by working conditions and professional image .The two groups also differed in handling difficult situations' strategies for managing job stress . Psychological intervention in occupational stress treatment , is The fourth factor in this literature.

**5-Bio feedback training affect and occupational stress** A- Wickramasekera, Ian and et all (1996) B- Arnette, J. Kenneth (1996) C- King,Theodore I (1992) D- Litchfield-n-Bruce (1989), discussed separately the important and sufficient effects of **Bio feedback** method in decreasing of occupational Stress. **GSR**(Galvanic Skin Response)method by: Clariana, Roy B (1992) , 2- hypnoses, and Bio-psycho social model by: Wickramasekera, - Ian and et all (1996) and 3- . Counseling and psychotherapy model by: Arnette - J-Kenneth (1996). Discused as an another psychotherapy method , the conclusions of this study , clear significant difference in psychotherapy and Neuron-psychotherapy models in treatment of stress and occupational stress related to workers .

#### **6- multi intervention of psychotherapy to decreasing occupational stress**

According to the few of researches , multi interventions of psychotherapy models make more sufficient in decreasing of OS . A- Wickramasekera , - Ian and et all (1996) hipnose, cognitive and behavior therapy are sufficient method to control of occupational stress and B- Arnette , -J-Kenneth ( 1996) discused , counseling , psychotherapy and drug therapy are significant method to decreasing of occupational stress .

#### **METHODS**

##### ***Subjects***

The definition of persons with occupational stress (**O. S**) is applied to workers were suffering from organic and mental stress in environment of work status . These definition was drafted and endorsed by the DSM-IV ( 1996 ) characteristic for stress disorders and few of research, discussed the main characteristic of occupational stress (**OS**) disorders include as follows : 1- high frequency of daily physical and mental demands like , biting heart , headache , low of job Satisfaction , professional isolation , difficult decision making , and lack of social status .( Lichfield-n-Burce ,1989) . 2- less able to cope effectively , (Hamilton , Linda H. Kella , John J ,1992) 3- low of job satisfaction , A-(Powers , Catherine A ,1996) and B- (Borg, Mark G . Riding,Richard J,1993) , 4- job change, ( Blix, Arlene Gray , and other ,1994) .

In a clinical office the 50 patients were participate to psychotherapical intervention voluntary . After clinical interview, Organic- mental needs Self direct Questioner and **MINNESOTA job satisfaction questionnaire, short form** A-( Stickel,sue A , 1991 ) . B-(Taylor, Elizabeth A and other 1990) , the patients were voluntarily participated to **relaxation** and **Biofeedback** training models , through 10, thirty minute sessions. The subjects were as follows:

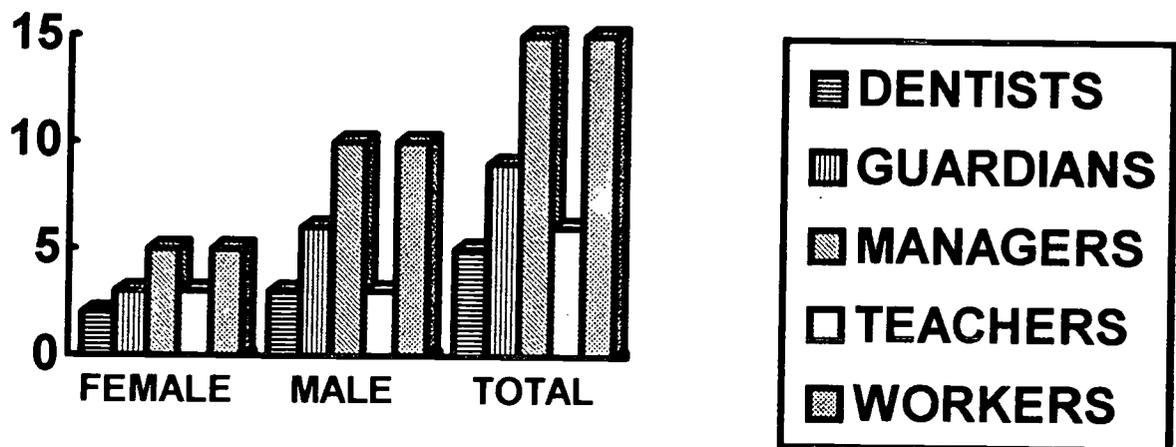
Fifteen workers, (5 females and 10 males), 15 managers (5 females ,10 males ) 9 guardians ( 3 female ,6 male ) five dentist ( 2 females ,3 males ) and six teachers (3

females ,3 males ) .At first all the subjects were trained as equally to control their occupational stress by relaxation and **Bio-feedback** training through ten,30 minutes' sessions of training in self control of O-S .

**TABLE NUMBER 1-FREQUENCY OF PATIENTS BY SEX AND JOB CLASS.**

CLASS	JOB	FEMALE	MALE	TOTAL
A	DENTISTS	2	3	5
B	GUARDIANS	3	6	9
C	MANAGER	5	10	15
D	TEACHERS	3	3	6
E	WORKER	5	10	15

## THE FREQUENCY DISTRIBUTION OF PARTICIPANTS AT THE BEGIN OF TREATMENT



**Figure 1 THE FREQUENCY DISTRIBUTION OF PARTICIPANTS AT THE BEGINING STAGE OF TREATMENT**

### MATERIALS

The research materials include 1- the inventory of **MINNESOTA JOB SATISFACTION INVENTORY (MJSI)** 2-the clinical interview 3- questionnaire of psychological and organic needs (self- directed) and 4- Bio- feedback instrument ( Galvanic Skin response or **GSR**) and temperature of skin response ( **T S R**).

### METHOD

At first , All the 50 patients were asked to participate to complete these programs : 1- complete the (**MJSI**) 2- **OS self-** directed questionnaire . and 3- the **biofeedback** training control , through ten, thirty minutes' sessions. Finally 4- , subjects were asked to continue the **Os** control program (occupational stress control) in their work environment ,( through three months of follow-up study). Approximately three months later of flow up study , subjects were asked to estimate their **OS** and occupational stress for second time , by complete the 1- questionnaires 2- **Biofeedback** scales testing And finally 3- **MJSI**.

### RESULTS

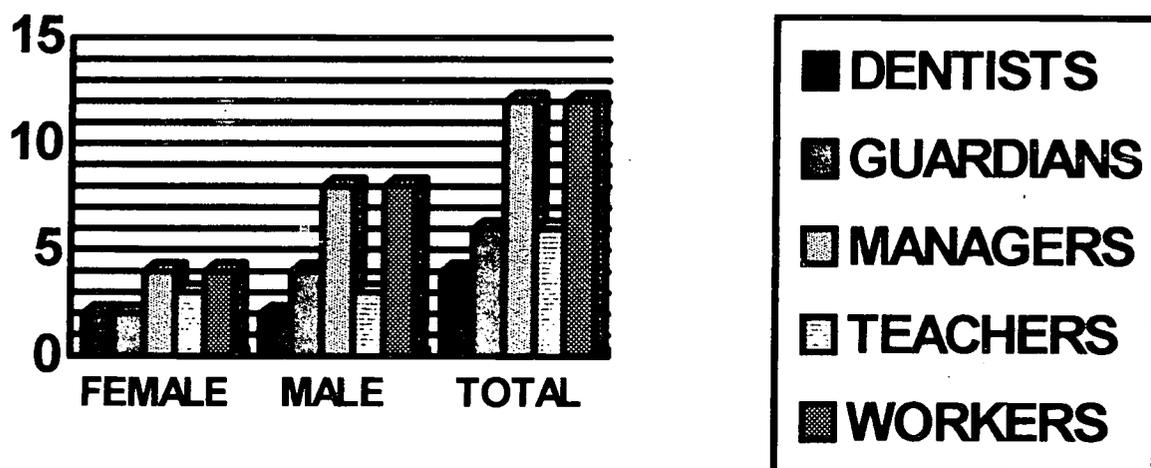
The result's bases on 80% ( N= 40 ) of subjects that participate to all the programs , engage there are not significant relationship between treatment and sex , bout there are significant relationship between jobs and treatment . Finally ,these results Suggest psychotherapy intervention in treatment of , Dentist , managers and teachers **OS** is more sufficient versus other jobs .

**TABLE 2 THE FREQUENCY OF PATIENTS BY SEX AND JOB CLASS. IN ALL OF THE STAGES OF TREATMENTS PROGRAM.**

CLASS	JOB	FEMALE	MALE	TOTAL
<b>A</b>	DENTISTS	2	2	4
<b>B</b>	GUARDIANS	2	4	6
<b>C</b>	MANAGER	4	8	12
<b>D</b>	TEACHERS	3	3	6
<b>E</b>	WORKER	4	8	12
<b>total</b>		15	25	40

**GRAPH NO 2 :THE FREQUENCY OF PARTICIPANTS BY SEX AT THE THREE MONTH STAGE OF TREATMENT**

# THE FREQUENCY DISTRIBUTION OF PARTICIPANTS AT THE THREE MONTHS STAGE OF TREATMENT



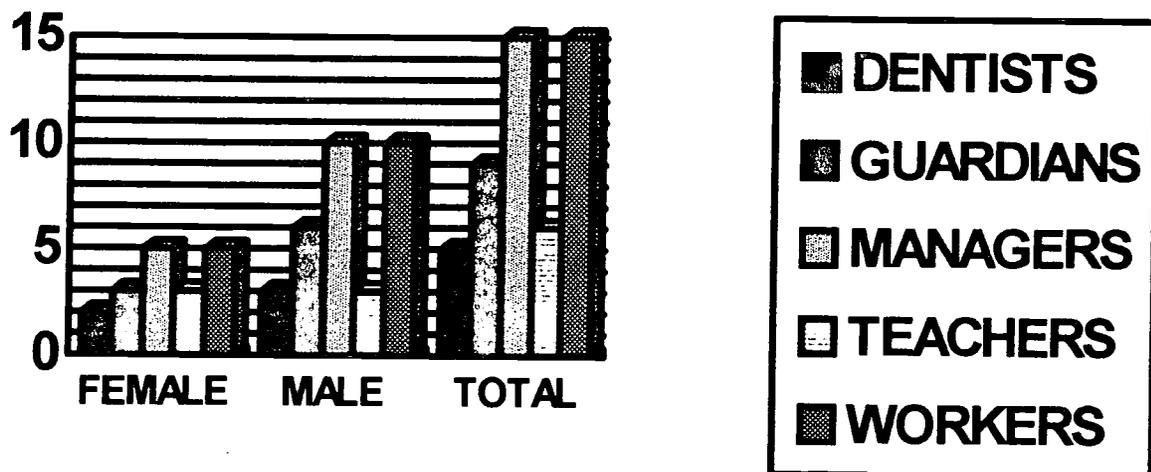
**Figure 2 THE FREQUENCY DISTRIBUTION OF PARTICIPANTS AT THE THREE MONTH STAGE OF RESEARCH**

This table and graph show number of Ss that are success to control their OS by psychotherapeutic model .

**TABLE 3 FREQUENCY OF PATIENTS BY SEX AND JOB CLASS AT THE END STAGE OF TREATMENT.**

CLASS	JOB	FEMALE	MALE	TOTAL
A	DENTISTS	2	2	4
B	GUARDIANS	1	3	4
C	MANAGER	4	6	10
D	TEACHERS	3	2	5
E	WORKER	3	2	5
<b>total</b>		<b>13</b>	<b>15</b>	<b>28</b>

## THE FREQUENCY DISTRIBUTION OF PARTICIPANTS AT THE FINAL STAGE OF TREATMENT



**Figure 3 THE FREQUENCY DISTRIBUTION OF PARTICIPANTS AT THE FINAL STAGE OF TREATMENT**

CHI-SQUARE Tests according to job and treatment variables clear significant relationship between job and treatment variables (Chi-Square = 9.20 D.F= 4 significance level = .05 )

finally , results from Chi-Square method suggest, there are not significant relationship between variable of sex and treatment variable ( Chi-Square = 4.00 D.F =4 significance level = .406 )

TABLE 4 SHOW CHI SQUARE RESULTS ATTEND TO JOB , SEX AND TREATMENT VARIABLES

1- Sex And Treatment Variables Comparison Chi Square 4.00 D. F = 4  
significance= .406

---

2- Job And treatment Variables Comparison- Chi Square=9.20 D.F= 4  
Significance=.05\*

---

\* significance level= 95%

---

## DISCUSSION

Final review of this article is engaged in the discussion the data of this research . According to these data , the discussion , attempt to find rational elements of research conclusion . In this way , Authors discuss three elements that is relate to these data. 1- cause and effect of conclusion. 2- Limitation (s) of research. And finally 3- suggestion of research . 1- Cause and Effects of conclusions :

In this way , data clear A: There are Significant relationship between jobs and treatment variables (Table Number 3 and its Graph And Table number 4) and B: There are Not significant relationship between variable of sex and treatment ( Table Number 3 and its Graph and Table number 4 ) .According to these data , job's variable as independent variable is suffering from OS and in the other hand treatment method is an independent variable to job variable . Table number 1 and Graph number 1 , discus frequency of patient that are suffering from OS , in this table frequency of patients ,report Dentists , Guardians , Manager , Teachers , Workers jobs associate by indisputable stress and over loading of work

For example in this study dentist , teacher and management jobs report more significant effect from psychotherapy method intervention . In the other way , all the subjects attend to organic-mental need Questioner reports , Work load, increasing strain and social support were the main factor of there Occupational stress (O S) . Work load (69%) social

support (55%) and increasing strain(80%) .

Table number 2 and Graph number 2, report Frequency of patients that are participates to the treatment's program .In comparison of Table N -1 - results show , decreasing of subject too 80% , was affect from 1- prolongs of treatments program 2- work loading in their environment and 3- some personal limitations ( time, Price ,Interest and etc. ) . The table number 3 and its Graph (3) , reports final frequency of patients that were participated to treatments program , according to collecting of data from the Questioners, clinical interview and Bio-Feed Back Scales , 61% (28\ 40)of the patients were suggest to acquire these traits: 1- control there Occupational stress 2- Increased Job satisfaction 3-low of Organic-Mental needs (Table NO 3 and Graph NO 3 show the frequencies of patients that they are treated by psychological intervention).

2- Limitation (s) of research : Have a One group of clinical population in this study is one of the main limitation of research another of these limitations is the control group of research that was renouncement .

3-Suggestion of research : It is suggest to develop, this model to another job and population . and second , search to find another elements and reinforces related to OS in our social statistic , for example, search to find work loading and social support study related to jobs between success groups (teachers, dentists and managers ) and other groups (worker ,Guardians)

## ***REFERENCES***

1. Arnette J Kenneth (1996), *Physiological effects of chronic grief a treatment approach*, *Journal . Death studies* JAN FEB. Vol. 20 (1) 59-72
2. Bartone, Paul T. ; Hoover, Elizabeth (1987) . *Occupational stress, health, and general well being among soldiers* . 95th Annual meeting of APA Aug. 1987 .
3. Beehr , Terry A, And others (1991) . *Occupational stress: coping of police and their spouses*. Eric accession no ed336665
4. Beehr , terry A.; And other (1990) . *Social support and occupational stress : Talking to supervisors*. *Journal of vocational behavior*; v36 n1 p61-81 Feb. 1990 .
5. Blix , Airline Gray. Lee , Jerry W (1991) . *Occupational stress among university Administrators* . *journal , Research and higher education* , v23 n3 p 289-302  
Journal 1991
6. Blix, Arlene Gray, And others (1994) , *occupational stress among university teachers* . *Journal Educational research* , v 36 n 2 p 157-69 sum 1994 .
7. Borg , mark G. , Riding, Richard J. (1993) . *Occupational stress and job satisfaction among school Administrators* *Journal of Educational administration* , v31 n1 p4-21 1993
8. clariana , Roy B (1992) , *Media research with Galvanic Skin Response Bio sensor: some kids worker a sweet* vol. 1 michro fiche ERIC accession NO Ed 381141
9. Commins, robert C (1990) . *Self-esteem support as a moderator of the impact of job stress* . Paper presented at the Annual meeting of the southwestern Psychological Association 36th Dallas TX April 12-14 1990
10. Gaziel, Haim H (1993) *coping with occupational stress among teacher : Across cultural study journal comparative education* v 29 n1 p 67-79 1993
11. Haines, Valerie A. , And other s (1991) . *Occupational stress , social support , and buffer Hypothesis* . *Work and occupation : an International Sociological Journal* ; v18 n2 p212-35 may 1991 ISSN :0730-8884
12. Hamilton , Linda H , Kella, John J (1992) . *Personality and occupational stress in elite performers* . *Journal of Rural special education Quarterly* : v12 n3 p33-35 1993
13. King , Theodore j. , II (1992) , *Biofeedback survey regarding current clinical use and content in occupational the educational curricula's* *journal occupational journal of research* vol. 12 n 1 p 50-58 Jun. Feb.
14. Lam, Y.L. Jack (1984). *Sources of managerial stress of the public school administrators Typology*. *Education* ; v105 n1 p46-52 fall 1984 .
15. Litchfield , N Bruce (1989) , *stress related problems of dentists special issue : Bio feedback and diagnostic technique* *journal of international of psychosomatic* vol. 36 (1-9) 41-44
16. Maracco , John C., and others (1984) . *Measuring stress in school counselors: some research finding and implications* . *School counselors* : v32 n2 p110-18 Nov. 1984

- journal of research : v 10 n3 p 31-43*
17. McMahan Agnes ,I hoyle, Eric . (1986) . *the management of schools world year book of education 1986 no EQ 020044*
  18. Powers, Cathrine A. (1996) , *stop occupational stress (SOS) :an occupational stress Management program for youth counselors. Eric accessions no ed400504 1996 71 page 1 microfiche .*
  19. Pullis, Michael (1992) . *An Analysis of the occupational stress of teachers of the behaviorally disordered: sources, effects, and strategies for coping .Journal , behavioral disorders , v17 n3 p 191-201 may 1992 .*
  20. Ramanathan , chathapuram S(1994) , *worker health and wellness in developing nation s issue confronting eccopatinals social work journal employee assistance quarterly , vol. 10 (1) 79-90*
  21. Rayburn ,Carole A , And other s (1986) . *Men, women, and religion :stress within leadership roles. Journal of clinical psychology v42 n3 p 540-46 may 1986 .*
  22. Rayburn, carole and leadership boles, *JOURNAL clinical psychology v 92 n 3 p 540-546*
  23. Smith, Earl. Witt, Stephanie L. 1993 *A comparative study of Occupational stress among African American And White University faculty: A research note. Journals of research in higher education : v 34 n2 p 229-41 APR 1993*
  24. Stickel , Sue A (1991) , *A study of burnout and job satisfaction among rural school counselors , Eric Accession No - Ed 329823 paper presented at the Annual conference of the Eastern educational research Association Boston ma February 13-16 1991*
  25. Taylor , Elizabeth A , :And others , (1990) , *Adult, career and vocational Education :code :CE occupational therapy*
  26. Van , tassel . James Douglas (1994) *Popular American Prescriptions for effective management: A critical evaluations (managment), Mar 1995 P 3518*
  27. Wickramasekera, -lan (1996), *Applied psychophysiology : A bridge between the Bio medical model and the Bio pschosocial model in family medicine . Journal . Professional psychology research and practice 1996 .Jun. Vol. 27 p 221-233 .*



**U.S. Department of Education**  
Office of Educational Research and Improvement (OERI)  
National Library of Education (NLE)  
Educational Resources Information Center (ERIC)



## REPRODUCTION RELEASE

(Specific Document)

### I. DOCUMENT IDENTIFICATION:

Title: <i>The comparative study of the occupational stress among jobs and Bio-Feedback training effects in IRAN</i>	
Author(s): <i>HAMID . KAMAR ZARIN .</i>	
Corporate Source: <i>7th International symposium on Neuro-behavioral methods and effects in occupational and Environmental health</i>	Publication Date: <i>June 18, 1999</i>
<i>June 1999 Sweden</i>	<i>Sweden</i>

### II. REPRODUCTION RELEASE:

In order to disseminate as widely as possible timely and significant materials of interest to the educational community, documents announced in the monthly abstract journal of the ERIC system, *Resources in Education* (RIE), are usually made available to users in microfiche, reproduced paper copy, and electronic media, and sold through the ERIC Document Reproduction Service (EDRS). Credit is given to the source of each document, and, if reproduction release is granted, one of the following notices is affixed to the document.

If permission is granted to reproduce and disseminate the identified document, please CHECK ONE of the following three options and sign at the bottom of the page.

The sample sticker shown below will be affixed to all Level 1 documents

The sample sticker shown below will be affixed to all Level 2A documents

The sample sticker shown below will be affixed to all Level 2B documents

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

*Sample*

\_\_\_\_\_

\_\_\_\_\_

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

**1**

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL IN MICROFICHE, AND IN ELECTRONIC MEDIA FOR ERIC COLLECTION SUBSCRIBERS ONLY, HAS BEEN GRANTED BY

*Sample*

\_\_\_\_\_

\_\_\_\_\_

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

**2A**

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

*Sample*

\_\_\_\_\_

\_\_\_\_\_

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

**2B**

Level 1



Level 2A



Level 2B



Check here for Level 1 release, permitting reproduction and dissemination in microfiche or other ERIC archival media (e.g., electronic) and paper copy.

Check here for Level 2A release, permitting reproduction and dissemination in microfiche and in electronic media for ERIC archival collection subscribers only

Check here for Level 2B release, permitting reproduction and dissemination in microfiche only

Documents will be processed as indicated provided reproduction quality permits.  
If permission to reproduce is granted, but no box is checked, documents will be processed at Level 1.

*I hereby grant to the Educational Resources Information Center (ERIC) nonexclusive permission to reproduce and disseminate this document as indicated above. Reproduction from the ERIC microfiche or electronic media by persons other than ERIC employees and its system contractors requires permission from the copyright holder. Exception is made for non-profit reproduction by libraries and other service agencies to satisfy information needs of educators in response to discrete inquiries.*

**Sign here, → please**

Signature: <i>H. K. Zarin</i>	Printed Name/Position/Title: <i>HAMID - KAMAR ZARIN - Academic Mem of IAU unive</i>
Organization/Address: <i>IAU university of IRAN - Dezfoul - IRAN - P.O. Box 113</i>	Telephone: <i>+98 641 44175</i> FAX: <i>+98 641 60890</i>
	E-Mail Address: _____ Date: <i>99, 10, 11</i>



(over)

### III. DOCUMENT AVAILABILITY INFORMATION (FROM NON-ERIC SOURCE):

If permission to reproduce is not granted to ERIC, or, if you wish ERIC to cite the availability of the document from another source, please provide the following information regarding the availability of the document. (ERIC will not announce a document unless it is publicly available, and a dependable source can be specified. Contributors should also be aware that ERIC selection criteria are significantly more stringent for documents that cannot be made available through EDRS.)

Publisher/Distributor: <i>Neuro Toxicology Magazin.</i>
Address: <i>P.O. Box 29805 Little Rock AR 72227 USA</i>
Price: <i>Print, will printed in future</i> <i>Fax: <del>501</del> 501/229-1947</i>

### IV. REFERRAL OF ERIC TO COPYRIGHT/REPRODUCTION RIGHTS HOLDER:

If the right to grant this reproduction release is held by someone other than the addressee, please provide the appropriate name and address:

Name: <i>_____</i>
Address: <i>_____</i>

### V. WHERE TO SEND THIS FORM:

Send this form to the following ERIC Clearinghouse:  <p style="text-align: center;"><b>Associate Director for Database Development ERIC Clearinghouse on Adult, Career, and Vocational Education Center on Education and Training for Employment 1900 Kenny Road Columbus, OH 43210-1090</b></p>
--

However, if solicited by the ERIC Facility, or if making an unsolicited contribution to ERIC, return this form (and the document being contributed) to: