Table 1. The absolute and relative frequency of demographic variables of Ardabil psychiatric hospital staff (n=180)

Demographic variables	Number	Percent
Marital status		
Single	18	10.0
Married	162	90.0
Educational level		
Secondary school	13	7.2
Diploma	26	14.4
Associate degree	12	6.7
Bachelor	87	48.3
Master's degree	10	5.6
PhD	32	17.8
Age range (year)		
24-28	20	11.1
29-33	33	18.3
34-38	43	23.9
39-43	52	28.9
44-48	22	12.2
49-53	7	3.9
54-58	3	1.7

Table 2. Multiple correlation coefficients between job commitment of employees of Ardabil Shahid Pariab psychiatric hospital and research variables in stepwise regression

Stepwise pattern	Multiple correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	F	Standard error	P value
Model 1	0.781	0.609	0.608	279.154	2.99	0.001
Model 2	0.790	0.624	0.620	6.643	2.94	0.01

Model 1: subjective well-being
Model 1: subjective well-being, quality of work life

Table 3. Standard and non-standard coefficients for predicting job commitment based on research variables in stepwise regression

Model		Non-Standard Coefficient B	Standard error	Standard Coefficient B	t	P value
Model 1	Subjective well-being	0.096	0.006	0.781	16.70	0.001
Model 2	Subjective well-being	0.089	0.006	0.729	14.50	0.001
	Quality of work life	0.033	0.013	0.130	2.57	0.011