

**Table 1)** Frequency distribution of demographic variables in research samples

<b>Variables</b>	<b>Number</b>	<b>Percentage</b>
<b>Marital Status</b>		
Married	275	71.6
Single	109	28.4
<b>Educational Level</b>		
Associate degree and less	122	31.7
Bachelor	160	41.7
Master	64	16.7
PhD	38	9.9
<b>Work Experience</b>		
Up to 10 years	173	45.0
11 to 20 years	179	46.7
21 years and more	32	8.3

**Table 2)** Pearson correlation coefficient between research variables (all items were significant at 0.01 level)

<b>Variables</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>1- Psychological Capital</b>	1		
<b>2-Occupational Burnout</b>	-0.932	1	
<b>3-Organizational cynicism</b>	-0.890	0.869	1
<b>4-Psychological Well-being</b>	0.928	-0.915	-0.854