

The Effectiveness of a Rational Emotive Behavioral Coaching program to reduce irrationality in organizational environment and the mediating effect of modifying irrational cognitions on emotional distress and quality of life.

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Abstract

This research examines the effectiveness of an REBT based intervention program in reducing the level of irrational cognitions of the employees and the mediating effect of it on the level of emotional distress and quality of life. REBT argues that irrational beliefs will lead to maladaptive emotions which in turn will lead to dysfunctional behavior (while rational beliefs will lead to adaptive emotions and consequently to functional behavior). Despite evidence of overall effectiveness of REBT, research on its use in organizational environment is in its infancy. After we evaluated the effectiveness of the program, we developed and tested two single mediation models and calculated the size effect of the mediation of the irrational cognitions modification on emotional distress and quality of life.

Keywords

irrational beliefs, emotional distress, job satisfaction, burnout, REBT.