

may influence organizational effectiveness and job satisfaction to a greater extent than in public organizations. Therefore, organizations may need to deliberate the level of empowerment given to employees in light of the resulting effects on self-efficacy and the characteristics of the organizational structure.

Keywords: *empowerment, job satisfaction, organisational effectiveness, organisational culture, self-efficacy*

Rumination and depression: The effects of a depression attention control training program on reducing rumination and depression

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The goals of this research were to investigate: (a) the relationships among rumination, anxiety, and depression in a sample of Iranian students, (b) the relationships between negative attentional bias with depression and rumination; and (c) the efficacy of a Depression Attention Control Training Program (DACTP) on reducing negative attentional bias, rumination, and depression. The research included three studies. In the first study, participants ($N = 119$; 37% male) completed Beck Depression Inventory-II (BDI-II), Ruminative Response Scale (RRS) and Beck Anxiety Inventory (BAI). In the second study, participants ($N = 52$; 20% male) completed the BDI-II, RRS, BAI and Depression-Stroop Test. In the third study, participants ($N = 16$; 100% female) from the previous study who obtained the highest scores on both rumination and depression were randomly allocated to a training (experimental) or a control group. The experimental group received four sessions of training with the DACTP. All participants completed the BDI-II, RRS and Depression Stroop Test at pre- post-training and a 70-day follow-up. From the first study, the results of a hierarchical regression analysis indicated that, after controlling for age, gender, and anxiety, increases in rumination were associated with increases in depression. From the second study, the results indicated that, (a) compared to non-depressed participants, depressed participants showed less attentional bias for positive- and

concern-related stimuli; (b) negative attentional bias was positively related to depression, but the relationship was limited to depressed females; (c) positive- and concern-related attentional bias were negatively related to depression and rumination; and (d) increases in negative attentional bias were associated with increases in rumination, even after age, gender, education, classic Stroop test, anxiety, and depression had been controlled. From the third study, the results indicated that participants in the DACTP group showed reductions in post-training negative attentional bias and rumination (reductions in depression approached significance; $p = .06$). The findings support the role of attentional bias in rumination and depression and suggest the feasibility and benefits of depression attention control training in reducing rumination and depressive mood.

Keywords: *Rumination, Depression, Depression attentional control training, Beck Depression Inventory, Anxiety*

Rumination and gender differences in depression (response style approach)

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The purpose of this study was to examine the etiology of the difference between males and females in the prevalence of depression among students at the University of Isfahan. The statistical population was all students at the University of Isfahan. The sample consisted of 100 students (60 females and 40 males) that were randomly selected from all the campuses who all responded to a depression scale. The results of variance analysis showed that there were not any differences in problem solving and rumination between female and male students but there was a significant difference between females and males in distraction ($p < 0.05$). From the results, it can be concluded that females could experience more depression than males. It seems while doing problem solving, they do rumination, and that is the reason they experience more depression than male students.

Keywords: *depression, gender differences, distraction, rumination, problem-solving*