

**The Effectiveness of Mindfulness-Based Cognitive Training  
Adapted for Iranian Culture on Organizational Citizenship and  
Anti-service Behaviors in Employees**

**By: A. Aghaei, Ph.D.  
D. Jalali, Ph.D.  
H. Talebi, Ph.D.  
M. A Mazaheri, Ph.D.**

**Abstract**

The present study aimed to examine the effectiveness of mindfulness-based cognitive training (MBCT) adapted for Iranian culture on organizational citizenship and anti-service behaviors in employees. In this quasi-experimental research design, 36 employees were selected and randomly assigned into the experimental and control groups (each group n=18). The organizational citizenship and anti-service behaviors of the participants were later assessed during three phases of pre-test, post-test and follow-up of 4 months. The experimental group received 8 sessions of MBCT adapted for Iranian culture as each session took 120 minutes. The results of the MANCOWA revealed that MBCT have constant significant effects on changes of mean scores of organizational citizenship and anti-service behaviors ( $P \leq 0.01$ ). It is also concluded that MBCT have continued effects on improving organizational citizenship behaviors and modifying anti-service behaviors in employees.

**Keywords:** Mindfulness- based cognitive training, Iranian culture, Organizational citizenship behaviors, Anti- service behaviors.