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Procedia - Social and Behavioral Sciences 30 (2011) 1571 – 1575

Procedia
Social and Behavioral Sciences

WCPCG-2011

Prediction well-being on basic components of hardiness

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Abstract

The aim of this study is to review hardiness components contribution (commitment, control, challenge) in illuminating well-being. The study sample 50 managers and administrators of the Islamic Azad University (Khorasans' branches) which were selected by using available sampling. This research instruments include the Personal View Survey (PVS) and well-being subscale of California Psychological Inventory. This research is from correlation type which Pearson's correlation coefficient and liner regression is used. Results show that hardiness predicts 38.1% and control component predicts 36.7% of the variables related to the well-being in a significant manner, in other words increase or decrease in manager's hardiness and control have significant varieties in relation to their well-being.

*Keywords:*Hardiness, Commitment, Control, Challenge, Well-being, Managers;

1. Introduction

During last decades, health as a human right and social aim is recognized in the world. Mental health criteria include satisfaction sense and happiness and tranquility which reflect individual's well-being. Dieneret al. (2002) believe that well-being equals personal happiness which is related to the unhappiness experience and they also know the personal well-being as life cognitional and emotional evaluation which is composed of 3 main elements: life satisfaction and the existence of pleasant emotions (mood and emotions) and lack of unpleasant emotions (mood and emotions) (Diener, Lucas, and Oishi, 2002). Ryff and Keyes(1995) introduce six factors as psychological well-being constructive elements: self-government, environmental dominance, personal growth, positive relationships with others, purposefulness in personal life and self-acceptance(Ryff, and Keyes, (1995),while Kahn and Yuster(2002) know the well-being as a positive state (happiness) which varies in a continuum (from positive to negative)(Kahn, and Yuster, 2002).

One of the ingredients that can effects on individual physical and mental health is hardiness which is a personality characteristic.Kobasa (1979) know "hardiness" as a part of personality characteristics which acts as a resistance resource against life stressor events. Generally, hardiness is a structure which is composed from three components work and personal commitment, personal sense control in time of events and consequences and an internal belief which change is a challenge and an opportunity for evolution and not a threat.Stubborn people are more bound to their actions and devote their selves to their aim and sense that they rule over the situations and they

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Selection and/or peer-review under responsibility of the 2nd World Conference on Psychology, Counselling and Guidance.
doi:10.1016/j.sbspro.2011.10.305

are determining themselves and they know life changes as challenges and the opportunities for evolvement and improvement not limitations and threats(Kobasa, 1979)

Research findings also show that hardiness acts as a bumper against stresses in various life situations Kobasa,1979.,Maddi, Kahn, and. Maddi, 1998) and Which suggest an independence feeling(Howard, Cunningham and Rechnitzer,1986) and increases autonomy(Butel, 1989) and cause the performance promotion and improvement(Atella, 1999, Koshaba, and Maddi, 1999)Besharatet al.(2005) also in their survey obtain this result that there is a positive correlation between persistence and its components with psychological well-being, and these variables can predict the changes related to the psychological well-being in a significant way (Besharat, Pour Hossein, and Karimi, 2005).Also In reports of Cunningham and De La Rosa (2008) and Schreurset al. (2010), are approved the effect of the ability of job control on life satisfaction, job satisfaction, health and individual's well-being(Cunningham, and De La Rosa, 2008,Schreurs, Van Emmerik, Notelaers, and De witte, 2010)

Teimory and Mashhadi (2009) reviewed the role of hardiness in the people reaction towards compulsory changes in the work environment or job atmosphere, and showed that there is a relationship between the pressures resulted from changes and the way of staff understanding from work environment pressures and also in manager's review accessed to this result that the tenacious people in comparison with those who have a lower hardiness, tolerate a lower level of conflicts and have more problem-focusedcoping skills(Teimory, and Mashhadi, 2009)

Beasley, Thompson and Davidson (2003) approved the moderating role of hardiness in life negative events effects on women's psychological health and the role of hardiness in reducing the effects of emotion-focusedcoping in distress scales, for men and women(Beasley, Thompson,and Davidson, 2003). Sinclair and Tetrick(2002)in their research entitled a review of work factors and hardiness structure and its relationship with neurosis and conflict accessed to this result that hardiness dimensions (commitment, control and challenge) predict the health beyond its general dimension (Sinclair,and Tetrick, 2002). Also Maddiet al. (2002) believed that hardiness and its components are a reflection of mental health(Maddi, Khoshaba, Persico, Harvey and. Bleecker, 2002)

On the basis of discussed hypothesis and also this belief that hardiness has a supportive role, and reduces the conflict of an event, and this notion that individual's Well-being can be affected by job pressures and stresses, the aim of this research is to review the relationship between hardiness personality trait and well-being and to determine the share of well-being in managers.

2. Method

2.1. Participants

The present research is from correlation type which is conducted in a descriptive plan context, because all the community people (50 male managers and their assistants whose average age 40 years, educational centers of Islamic Azad University,Khorasans' branches) were participated in this study.

2.2. Measures

*Personal View Survey (PVS).*The PVS scale (Kobasa, 1986) consists of 50 items with three subscales, challenge,commitment, and control with 17, 16, 17 itemsrespectively. This scale is scored on the basis of Likert-type scale ranging from 0 to 3 and totally a whole score for hardiness and three scores for above mentioned factories are obtained(Kobasa, 1986). Kosca and Moritaca (1996) in their reviews obtained 0.70, 0.52 and 0.52 for validity coefficients of hardiness factors (commitment, control and challenge respectively)and also obtained 0.75 for hardiness whole score(Teimory

andMashhadi,2009).Haghighi, *et al.* (1999) reported Cronbach's alphavalues for persistence scale and subscales of commitment, control and challenge as 0.86, 0.83, 0.72 and 0.69 respectively (Haghighi, Atari, Rahimi, and Soleimani, 1999).

*California Psychological Inventory(CPI).*In order to reviewmanager's well-being evaluation, well-being subscale of California Psychological Inventorywas used (Gough, 1987). This subscale includes 38 items, which show individual's well-being and is scored in a two value (0 and 1) way (Marnat, 1996), this questionnaire retest coefficient mean is 0.762 and its validity is reported 0.753 by Cronbach's alpha values (Aubi, 2006).

In this research, Pearson's Correlation Coefficient for reviewing variables relationships and liner regression for reviewing variables predicting rate are used.

3. Results

For reviewing the relationship between hardiness and its components with and Well-being, Pearson's Correlation Coefficient is used (Table 1).

Table 1.Means, and standard deviations, and inter-correlation of the variables.

	1	2	3	4	5
1. Commitment	1.00				
2. Control	0.58**	1.00			
3. Challenge	0.283*	0.361*	1.00		
4. Hardiness	0.743**	0.755**	0.71**	1.00	
5. Well-being	0.195	0.367**	0.271	0.38**	1.00
Mean	14.6	19.44	24.30	58.26	40.76
Standard deviation	5.47	50.52	7.02	13.61	17.079

* p<0/05

**p<0/01

Results show that there is a positive relationship between hardiness and its control component with well-being(Table 1).

For reviewing the share of hardiness components in predicting managers well-being, liner regression is used which its results are presented in Table2.

Table2. Results of liner regression analyses of commitment, control, challenge as independent variable and well-being as dependent variable in participants (n=50).

	SE	R	T	B	Beta	P	F	R^2
1. Commitment	0.44	0.19	1.37	0.19	0.60	0.17	1.89	0.03
2. Control	0.42	0.36	2.73	0.36	1.13	0.00	7.48	0.23
3. Challenge	0.32	0.27	1.95	0.27	0.65	0.05	3.80	0.11
4. Hardiness	0.16	0.38	2.85	0.38	0.48	0.00	8.16	0.14

As it is shown in Table 2, in analysis, F relation rate for control and hardiness variables is significant (p<0.01) and by considering Beta coefficient, 0.36 percent of well-being are predicted via control component and 0.381 percent of well-being is predicted through hardiness component. The analysis results determine that there is a positive and significant relationship between hardiness and its control component with well-being.In other words increase or decrease in manager's hardiness and control has significant varieties in relation to their well-being. Also the results show that the increasing or reducing manager’s commitment and challenge don't accompany significant changes in their well-being and these two components cannot be good indicators for predicting individual's well-being.

4. Discussion

The research results show that there is a positive and significant relationship between hardiness and its control component

with well-being and these variables can predict the changes in relation to well-being, in a significant way. In other words the managers who are more hardiness and high control, report their more desirable well-being.

Results show that there is not a significant relationship between commitment and challenge component's with well-being. In other words increasing or reducingmanager's commitment and challenge don't accompany a significant change in their well-being.

In fact the obtained data conform to the results of some researches (Teimory, and Mashhadi,2009, Diener, and Lucas, 1999)who show hardiness often predicts power for whole health and a higher level of well-being and lower level of job stress(Teimory, and Mashhadi, 2009). Also these data conform with researches results of Strauser, *et al.*(2008) which review psychological well-being relationship with work personality and job identity obtained a significant relationship between psychological well-being and job and cognition identity which individual has about their job (Strauser, Lustig and Ciftci,2008)and the research of Beasley, *et al.*(Beasley, Thompson,and. Davidson, 2003)on the basis of the relationship between hardiness with developing happiness and low distress, the review of Maddi, *et al.*(Maddi, Khoshaba, Persico, Harvey and Bleecker, 2002) and Rahimiyan, *et al.(*Rahimiyan, and. Asgharnezhad, 2008)on the basis of hardiness relationship with mental health.

The relationship between hardiness and well-being can be determined in this way that, hardiness is like a bumper against stressor situation which reduces the anxiety and depression level and increasing health and the individual happiness, lack of unpleasant emotions and the existence of positive feelings towards life andwell-being. Also the results of this research conform to Vogt, *et al.*(2008) which supported from hardiness role in individuals reactions towards stressful situations, so hardiness individuals act by problem-focusedcoping in stressful situationsand they have better performance and more desirable well-being(Vogt, Rizvi , Shipherd, andResick,2008). Hardiness via activating problem-focusedcoping approaches in stressful situations cause the individual predicts the events with more optimistic views. So the probability of emergence of physical diseases in relation to stresses and mental disorders is reduced and individual's well-being is increased.

The results of this research (lie the relationship between control and well-being) conform with research results of Besharat*, et al.*(2005), Azmoodeh*, et al.*(2007), Daniels, *et al.*(2009), Meier, *et al.*(2008), Pinquart, *et al.*(2009) and Lee, Brand (2010)[Besharat, M. Pour Hossein, R and Karimi, K 2005, Azmodeh,Shahidi,.and Danesh, 2007, Daniels, Boocock, Glover, Hartley and Holland, 2009, Meier, Semmer,Elfering and Jacobshagen,2008,Pinquart, Silbereisen. and Astrid, 2009, Lee and Brand, 2010) respectively] which showed that control component can reduce the work environment distresses and also effects on individuals well-being. In fact the existence of this relationship can be determined in this way that the higher individual controls level and his beliefs that he/she can control the events are caused for higher life satisfaction.Life satisfaction and positive relationship with others and the sense of rule over the environment, can effect on individual's well-being.So the people who have more control,they havealso more well-being.

The limitation of the reviewed sample to Khorasans' branchesmanagers causes the limitation of generalization of this research.So a conduction similar research in other branches of Islamic Azad University and review and comparison of the effects of the components of the hardiness on well-being in various managers is recommended.

By considering the importance of hardiness, the evaluation of hardiness of the volunteers for manager's status in time of recruiting and selecting the managers and setting up education of workshops for increasing and reinforcing to managershardinesspersonality trait to be necessary.

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