

Personality Hardiness of Indian Coaches in Relation to their Age and Coaching Experience

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Abstract

The study was conducted on 400 coaches of different sports disciplines between the age range of 30 to 55 years and having coaching experience of 5 to 25 years. The objectives of the study were to study the three dimensions of personality hardiness i.e. commitment, control and challenge among coaches in respect to their age level and to know the significant differences on three dimensions of personality hardiness among coaches of different levels of coaching experience. The coaches of the present sample were divided into three age groups i.e. coaches up to the age of 35 years (N=41); coaches between 35 to 45 years (N=199) and coaches above 45 years (N=160). The short version of Hardiness scale developed by *Kobasa et al (1982)* was used to assess the hardiness of the subjects. The comparison of the mean scores of three groups of coaches formed on the basis of their age level reveal that as age increases, the commitment of the coaches also go on increasing. The same trend was observed in case of control; the coaches above 45 years in age have better control (M=38.74) as compared to younger coaches up to 35 years (M=36.10) and coaches of 35 to 45 years (M=37.80). In the case of challenge, of course, the same trend is followed, however the results were not found to be significant statistically. Coaches were also compared on the three dimensions of personality hardiness on the basis of experience level of the coaches. Coaches were divided into three groups i.e. coaches having experience up to 10 years (N=36), between 10 to 20 years (N=206) and above 20 years (N=158). Comparison of means scores indicate that as experience of the coaches was increasing, their commitment level was also increasing.

Keywords: Commitment, Control, Challenge, Age level, Coaching experience

Introduction

During the last few years, some personality variables have attracted the attention of researchers in the correlates of job stress and burnout. One of the correlates is Personality hardiness. *Kobasa et al (1982)* explored the concept of personality hardiness as a resistance resource that mediates the negative consequence of high level stress. The concept of hardiness focuses on the person that remains relatively healthy after experiencing high amounts of stressful life events. Psychological hardiness (*Kobasa, 1982*) is conceived of as a personality based tendency to diminish the impact of stressful life events by optimistic cognitive appraisals and

decision copying actions. It is defined as a constellation of three dispositions - commitment, control and challenge. These dispositions influence cognitive appraisal and behaviour in response to stressful events.

Shirkan (2000) concluded that there was a significant positive correlation between personality scale of hardiness and perceived stress and psychological symptoms among college, varsity athletes and college non-athletes. According to *Crust (2000)* a few studies had attempted to transfer the concept of hardiness to sports and exercise settings. *Bawa (2005)* concluded in this study that (i) Commitment has been found to have significant relationship with control,