

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

**Sandhu<sup>1</sup>, K.S., Sharma<sup>2</sup>, R.K. and Singh<sup>3</sup>, A.**

<sup>1</sup>Lecturer in Physical Education, Guru Nanak College, Killianwali, District Mukatsar, Punjab, India

<sup>2</sup>Director, Sports, Punjabi University, Patiala-147002, Punjab, India

<sup>3</sup>Department of Psychology, Punjabi University, Patiala-147002, Punjab, India

### **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,

challenge and total scores of hardiness in case of athletic, gymnastic, hockey, wrestling coaches, (ii) there is a positive significant correlation between challenge and control dimension with the total scores of hardiness in case of athletes, gymnastics, boxers, wrestling, football, hockey coaches. Hence it was considered proper to study personality hardiness of the Indian coaches.

The objectives of the present study were: (i) to study the three dimensions of personality hardiness i.e. commitment, control and challenge among coaches in respect of their age level; (ii) know the significant differences on three dimensions of personality hardiness among coaches of different levels of coaching experience. It was hypothesized that significant differences would exist on the three dimensions of personality hardiness among coaches of different age levels and having different levels of coaching experience.

**Material & Methods**

The sample of the study consisted of 400 coaches of different sports disciplines between the age range of 30 to 55 years and having coaching experience of 5 to 25 years. They belonged to 12 different games like; athletics (40) Badminton (30), boxing (30), cycling (25), gymnastics (40), wrestling (30), basketball (40), football (35), handball (40), hockey (25), kabaddi (35), and volleyball (30).

The short version of Hardiness scale developed by *Kobasa et al (1982)* was used to assess the hardiness of the subjects. This scale contains 36 items in all that assesses the attitude of the subject on the three dimensions such as commitment (12 items), control (16 items) and challenge (8 items). *Kobasa et al (1982)* have shown reliability coefficient of 0.86. This test was administered to 400 coaches of different games at their places of posting individually as well as in small groups. The scoring of each of the three dimensions of personality hardiness was done as per the directions given in the test manual. The raw scores were statistically analyzed and results were interpreted accordingly.

**Results & Discussion**

In the present investigation, three dimensions of personality hardiness of coaches were studied on the basis of three age groups and three experience groups of coaches. 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). Their means, SDs and SEs were calculated separately on three dimensions of personality hardiness as well as total hardiness. In order to find out the significant difference on the mean scores of these variables; one way simple ANOVA was applied.

**Table-1 Means and SDs of three Components of Personality Hardiness**

AGE GROUP	N	Commitment			Control			Challenge			Total		
		M	SD	SE	M	SD	SE	M	SD	SE	M	SD	SE
Up to 35 years	41	20.27	4.32	0.674	36.10	4.36	0.68	19.961	3.11	0.48	57.09	8.88	1.39
Between 35-45 years	199	22.29	5.37	0.38	37.80	5.86	0.41	20.78	3.35	0.23	57.81	11.84	0.84
Above 45 years	160	22.58	4.52	0.36	38.74	6.05	0.48	21.14	4.02	0.32	57.04	13.89	1.09

**Table-2: ANOVA of scores of three components of personality hardiness in relation to three age level**

Variables Of Personality Hardiness	Source Of Variation	SS	DF	MS	F
Commitment	Between	177.91	2	88.96	3.64
	Within	9696.09	397	24.42	P<.05
Control	Between	244.53	2	122.27	3.63
	Within	13367.46	397	33.67	P<.05
Challenge	Between	47.29	2	23.64	1.83
	Within	5127.15	397	12.915	NS
Total	Between	57.75	2	28.877	0.19
	Within	61572.42	397	155.09	NS.

These results reveal that significant differences were found only in case of commitment (F=3.64, p<0.05) and control (F=3.63, p<0.05) and not in case of challenge (F=1.83, NS) and total hardiness (F=0.19, NS). 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; as it is evinced that the mean scores stand contrasted to 20.27, 22.29

and 22.58 for three groups of age levels. 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). The mean scores, SDs, and SEs were calculated and F values were computed in order to find out the significant differences between the mean scores of the coaches belonging to three different groups formed on the basis of their experience level. The results are given in Table 3 and 4.

**Table -3: Means and SDs of three Components of Personality Hardiness on the basis of Experience**

EXPERIENCE	N	Commitment			Control			Challenge			Total		
		M	SD	SE	M	SD	SE	M	SD	SE	M	SD	SE
Upto 10 years	36	20.03	4.33	0.72	36.00	4.31	0.72	19.81	3.15	0.52	58.17	8.03	1.34
Between 10-20 years	256	22.23	5.33	0.37	37.78	5.85	0.41	20.73	3.33	0.23	57.58	11.82	0.82
Above 20 years	158	22.65	4.51	0.36	38.76	6.03	0.48	21.21	3.98	0.32	57.08	13.98	1.11

**Table-4: ANOVA of three components of Personality Hardiness in relation to three experience levels**

Variables Of Personality Hardiness	Source Of Variation	SS	DF	MS	F
Commitment	Between	202.36	2	101.179	4.15
	Within	9671.64	397	24.36	P<.05
Control	Between	245.40	2	122.701	3.64
	Within	13366.59	397	33.67	P<.05
Challenge	Between	63.34	2	31.67	2.46
	Within	5111.10	397	12.87	P<.05
Total	Between	43.832	2	21.92	0.14
	Within	61586.35	397	155.13	N.S.

It was observed from the results that the significant differences existed on three variables of personality hardiness, i.e. commitment (F=4.15, p<0.05), control (F=3.64, p<0.05) and challenge (F=2.46, p<0.05) but not in case of total hardiness. Comparison of means scores indicate that as experience of the coaches was increasing, their commitment level was also increasing as means are 20.03, 22.23 and 22.65. The same trend was observed in case of control as the mean scores were

found to be 36.00, 37.78 and 38.76 for coaches of up to 10 years experience, between 10 to 20 years and above 20 years respectively. It was also observed that in case of challenge; the same trend was noticed as means stand contrasted to 19.81, 20.73 and 21.21 for the coaches of three different experience levels.

The hypothesis of the study that significant differences would exist on the three dimensions of personality hardiness among coaches of different age level and having different levels of coaching experience was partially accepted in case of age groups but fully accepted in the case of experience group.

### Conclusions

On the basis of the above findings; the following conclusions can be drawn which may be considered as the highlights of the study:

Significant differences are observed on commitment and control dimensions and not on challenge and total hardiness on the basis of age level; where

coaches above the age of 45 years are more committed and have better control.

Coaches on the basis of different levels of experience differ on all the three dimensions of personality hardiness. Coaches with experience of more than 20 years are more committed, better in control and challenge dimensions of hardiness as compared to the coaches with experience of less than 10 years and between 11 to 20 years.

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