

A Correlation study on Resilience and Job satisfaction

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ABSTRACT

Every adult's existence depends on their ability to be resilient. When it comes to adult job happiness, it is the ability to recover swiftly from life's challenges that must be prioritised. Employees' feelings of engagement and fulfilment at work are referred to as job satisfaction. It is the amount of job satisfaction among employees. Employees feel secure and safe in their jobs, which leads to job satisfaction. The primary goal of this study is to determine whether there are substantial differences in resilience and work satisfaction between male and female adults. A sample of 100 adult volunteers in the age category of 25-30 years was taken from Delhi-NCR for this study. The t-test was used to analyse the data. Following questionnaires were used for collecting the data i.e. The Resilience scale by Wagnild and Young (1987) and Job satisfaction scale. There would be a significant correlation among male and female participants on mental well-being and depression.

Keywords: Resilience, Job Satisfaction

INTRODUCTION

People who remain calm in the face of disaster, as we know, have what psychologists call resilience. People who are resilient can use their skills and strengths to cope with and recover from life's challenges, which can include:

- Loss of a loved one
- Divorce
- Financial concerns
- Illness
- Loss of employment
- Emergencies in medicine
- Natural catastrophes

Instead of succumbing to despair or hiding from such issues with unhealthy coping strategies, resilience enables people to face life's challenges head on.

Resilient people do not experience less distress, grief, or anxiety than others. They simply use healthy coping skills to deal with such challenges in ways that promote strength and growth, often emerging stronger than before.

Signs of Resilience

Among the signs of resilience are:

- **A survivor mentality:** People who are resilient see themselves as survivors. They understand that even when things are difficult, they can persevere until they succeed.
- **Effective emotional regulation:** The ability to manage emotions in the face of stress characterises resilience. This is not to say that resilient people do not feel strong emotions like anger, sadness, or fear. It means they understand those feelings are fleeting and can be managed until they pass.
- **A sense of control:** Resilient people have a strong internal locus of control.
- **Problem-solving abilities:** When problems arise, resilient individuals analyse the situation rationally and attempt to devise solutions that will make a difference.
- **Self-compassion:** Self-acceptance and self-compassion are also signs of resilience. Resilient people are kind to themselves, especially when things are difficult.
- **Social support:** Another sign of resilience is a strong network of supportive people. Resilient people understand the value of support and know when to seek assistance.

Types of Resilience

Physical Resilience

Physical resilience is the ability of the body to deal with change and recover from physical demands, illnesses, and injuries. According to research, this type of resilience is important for health. It has an impact on how people age as well as how they respond to and recover from physical stress and medical problems.

Mental Resilience

The ability to adapt to change and uncertainty is referred to as mental resilience. People with this type of resilience are adaptable and calm in times of crisis. They use their mental strength to solve problems, move forward, and remain optimistic in the face of adversity.

Emotional Resilience

Emotional resilience entails the ability to regulate emotions during stressful situations. They are aware of their emotional reactions and have a strong connection to their inner life. They are also able to calm their minds and manage their emotions when confronted with negative experiences as a result of this.

Social Resilience

The ability of groups to recover from adversity is referred to as social resilience, also known as community resilience. It entails connecting with others and cooperating to solve problems and address issues that affect people both individually and collectively.

Job Satisfaction

Job satisfaction is a term we hear a lot. It is defined as a positive emotional response you have while doing your job or being present at work. It's important to remember that job satisfaction differs from person to person. The factors that make one employee feel good about their job may not apply to another in the same workplace under the same conditions. As a result, it is critical to employ a multifaceted approach to employee satisfaction that addresses the following areas:

- The demanding nature of the job, which pushes employees to new heights
- Convenience (short commutes, access to the right digital tools, and flexible hours)
- Consistent appreciation from immediate management and the organisation as a whole

So, by actively working on satisfaction in the workplace, organisation end up with employees who are more engaged, involved, and eager to go the extra mile and this benefits the company in several ways.

Chitra and Karunanidhi (2013) investigated the impact of occupational stress, resilience, and job satisfaction on the psychological well-being of Chennai City policewomen. A sample of 237 policewomen constables from the Armed Reserve police unit, ranging in age from 23 to 41 years, and with job experience ranging from 3 to 14 years, was taken for this purpose. The findings revealed that occupational stress was related to resilience, job satisfaction, and psychological well-being in a negative and significant way. Furthermore, resilience was found to be positively and significantly related to policewomen's job satisfaction and psychological well-being. The study's findings also revealed a positive and significant relationship between job satisfaction and psychological well-being of policewomen.

Hudgins (2016) investigated the links between nurse leaders' resilience, job satisfaction, and expected turnover. A total of 89 nurse leaders (bedside, department, division, and organisational) from a multi-hospital health-care system in southwestern Virginia were surveyed for this study. According to the data, there are significant links between resilience, work satisfaction, and anticipated turnover. The study's findings also revealed that the meanings of job satisfaction and expected turnover largely overlapped, resulting in the development of a new construct known as intent to remain (ITR), which has a statistically significant relationship with resilience.

Zheng, Gangaram, Xie, Chua, Ong and Koh (2017) conducted a study on Job satisfaction and resilience in psychiatric nurses. For this purpose, a sample of 748 nurses was taken. A mean satisfaction score of 95.21 and mean resilience score of 125.74 were obtained. Results of the findings revealed that Mean satisfaction and resilience scores were the highest for nurses with longer working experience and those of older age. Results of the study also indicated a positive and significant association between satisfaction and resilience scores. Psychiatric nurses in Singapore are generally satisfied with their job.

Brown, Wey, and Foland (2018) investigated the relationship between change fatigue, resilience, and job satisfaction in hospital staff nurses. A descriptive correlational design was used with 521 hospital staff nurses in one midwestern state for this purpose. The findings revealed that job satisfaction had a statistically significant negative relationship with change fatigue and a statistically significant positive relationship with resilience. A linear

relationship was discovered between hospital size and change fatigue, education level, and resilience. Job satisfaction among hospital nursing staff is negatively influenced by change fatigue and positively influenced by resilience, according to the findings. Larger hospital size (number of beds) may increase change fatigue, while higher educational level of hospital staff nurses may increase resilience.

Hou, He, Zhao, Thai, Fan, Feng, and Huang (2020) investigated the effects of job satisfaction and psychological resilience on job performance among standardised residency training residents. A total of 1146 residents from nine hospitals were studied for this purpose. According to the findings, intrinsic job satisfaction and psychological resilience had a significant impact on job performance. The study's findings also indicated that strategies and measures to improve residents' intrinsic job satisfaction and psychological resilience could be effective ways to improve their job performance.

Purpose of the study

The main aim of the present study is to discover the relationship on resilience and job satisfaction among adults.

Objective of the Study

To study the positive correlation among adults on resilience and job satisfaction.

Hypotheses of the Study

There would be positive correlation among adults on resilience and job satisfaction.

METHODOLOGY

Design:

A Correlational design was used for present study and data was analysed by using Bivariate Correlation.

Sample: a sample of 100 adult participants belonging to Delhi NCR region having age group of 25-30 years was selected on the basis of availability.

Tools used

Brief Resilience Scale (BRS) was developed by Smith, Dalen, Wiggins, Tooley, Christopher and Bernard (2008). It includes total of 6 items which tells about resilience capacity of an individual. It is a 5- point Likert scale. This test has a good reliability coefficient i.e., the Cronbach alpha coefficient (internal consistency) of this test is 0.89.

Minnesota Satisfaction Questionnaire (MSQ) was developed by Weiss, Dawis, England, and Lofquist (1967). It includes total of 20 items which tells us about the job satisfaction level of an individual. It is a 5-point Likert scale. This test has a good reliability coefficient i.e., the Cronbach alpha coefficient (internal consistency) of this test is 0.90.

Procedure

All participants were individually contacted for data collection, and a rapport was established with them by making them feel at ease prior to the start of the test. Following the establishment of rapport, the questionnaire was distributed to the participants, along with an explanation of the items and scoring. The questionnaire was collected after completion, and the participants were thanked for their cooperation.

Statistical Analysis

SPSS-21 version was used for statistical analysis.

RESULTS

Table 1: Showing the Mean and SD value of resilience and job satisfaction.

Table no.1 reveals the descriptive statistics (Mean, S.D.) for resilience and job satisfaction.

Sr. No.	Variables	Mean	SD
1	Resilience	4.40	.671
2	Job Satisfaction	90.45	7.21

Table no.1 reveals the descriptive statistics (Mean, S.D.) for resilience and job satisfaction. The obtained mean value on resilience is 4.40 (S.D. = .671) and for job satisfaction the mean value is 90.45 (S.D.= 7.21).

Table 2: showing the correlation value among resilience and job satisfaction.

Correlation		Resilience	Job satisfaction
Resilience	Pearson Correlation	1	.972**
	N	100	100
Job satisfaction	Pearson Correlation	.972**	1
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

DISCUSSION

From the table no.1 correlation value was found to be .972 which is significant at the level of 0.01 which clearly states that positive correlation exists among resilience and job satisfaction. The main aim of the study was to find out the relationship between resilience and job satisfaction among adults.

Findings from the above table revealed that there is positive correlation among resilience and job satisfaction. Value .972 depicts that there is strong association and positive correlation between resilience and job satisfaction, which means as resilience increases so job satisfaction will also be more.

LIMITATIONS

- It was a very small study; the sample taken was very small.
- Some other variables would have been taken as urban or rural background of the sample for study to make the comparison.

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