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INTERDEPENDENCE OF PERSONALITY HARDINESS AND PSYCHOLOGICAL CAPITAL

Abstract

The purpose of the study was to identify the interdependence of the process of hardiness and psychological capital of the individual. The hardiness of the individual is considered as the main resource for turning life events into new opportunities and experience, despite the external pressure. The concept of psychological capital has relatively recently come into use. It expresses the general resource state of a person and is formulated as a property that makes it possible to evaluate one's achievements in life, and one's potential. The article analyzes the theories of the personality hardiness and psychological capital in foreign and domestic psychological science and the relationship of a number of similar concepts and phenomena in it; the main components, characteristic features and the main signs of their interdependence. The conclusion drawn is based on the data of theoretical analysis and experimental research of the properties of personality and psychological capital. The experimental study covered individuals aged 19 to 25 (N=35). In the course of the study, two methods were used: "Hardiness test" (S. Maddi) and the test "Psychological capital" (F. Luthans). It was found that the basis of the interdependence between the components of hardiness and psychological capital are the following distinctive features – the relationship between "commitment" and "self-efficacy", the relationship between "commitment" and "optimism", the relationship between "control" and "self-esteem", the relationship between "challenge" and "self-esteem".

Key words: *Hardiness, personality, psychological capital, challenge, commitment, control, personal resource, personal components, self-esteem, optimism, self-efficacy, resilience.*

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ТҰЛҒАНЫҢ ӨМІРЛІК ҚАЙРАТТАНУЫ МЕН ПСИХОЛОГИЯЛЫҚ КАПИТАЛДЫҢ ӨЗАРА ШАРТТАСТЫҒЫ

Аңдатпа

Тұлғаның қайраттану процесі мен психологиялық капиталдың өзара шарттастығын анықтау зерттеу зерттеу мақсаты болды. Тұлғаның өмірлік қайраттану қасиеті – сыртқы қысымға қарамастан тіршіліктегі оқиғаларды жаңа мүмкіндіктерге, тәжірибеге айналдырудың негізгі ресурсы ретінде қарастырылады. Психологиялық капитал салыстырмалы түрде жаңадан қолданысқа енген ұғым. Ол тұлға бойындағы жалпы ресурстық күйін білдіреді және оның тіршіліктегі жетістіктерін, әлеуетін бағалауға мүмкіндік беретін қасиет ретінде тұжырымдалады. Мақалада тұлғаның өмірлік қайраттану мен психологиялық капиталдың шетелдік және отандық психологиядағы теориялар және

ондағы ұқсас түсініктер мен құбылыстардың өзара байланысы; олардың өзара тәуелділіктегі негізгі компоненттерін, сипаттамалық ерекшеліктері мен негізгі белгілері талданды. Тұлғалық қайраттану мен психологиялық капитал қасиеттеріне теориялық талдау және эксперименттік зерттеу деректеріне қорытынды берілді. Эксперименттік зерттеуге 19-25 жас аралығындағы тұлғалар қамтылды (N=35). Зерттеу барысында 2 әдістеме қолданылды: «Өмірлік қайраттану» тесті (С. Мадди) және «Психологиялық капитал» тесті (Ф.Лутанс). Зерттеу мәліметтері бойынша өмірлік қайраттану мен психологиялық капитал компоненттерінің арасында өзара шарттастықтың негізі болатын мынадай ерекше белгілер – «белсенділік» пен «өзіндік тиімділік» арасындағы өзара байланыс, «белсенділік» пен «оптимисттік» арасындағы өзара байланыс, «бақылау» мен «өзіндік бағалау» арасындағы өзара байланыс, «тәуекелді қабылдау» мен «өзіндік бағалау» арасындағы өзара байланыстың болғандығы анықталды.

Түйін сөздер: өмірлік қайраттану, тұлға, психологиялық капитал, тәуекелді қабылдау, белсенділік, тұлғалық ресурс, тұлғалық компоненттер, өзіндік бағалау, оптимизм, өзіндік тиімділік, төзімділік.

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ВЗАИМОУСЛОВЛЕННОСТЬ ЖИЗНЕСТОЙКОСТИ И ПСИХОЛОГИЧЕСКОГО КАПИТАЛА ЛИЧНОСТИ

Аннотация

Изучение взаимосвязи жизнестойкости личности с психологическим капиталом является одной из актуальных проблем психологии. Жизнестойкость личности рассматривается как основной ресурс превращения жизненных событий в новые возможности, опыт, несмотря на внешнее давление. В статье рассмотрены основные компоненты процессов жизнестойкости и психологического капитала личности, ее свойства и основные признаки, а также взаимосвязь теорий и аналогичных понятий и явлений в зарубежной и отечественной психологии. Проведен теоретический и экспериментальный анализ жизнестойкости и психологического капитала. Экспериментальное исследование проводилось для лиц в возрасте 19-25 лет (N=35). В ходе исследования были использованы 2 методики: «Тест жизнестойкости» (С. Мадди) и тест «Психологический капитал» (Ф. Лутанс). По данным исследований установлено, что в основе взаимообусловленности между компонентами жизнестойкости и психологического капитала лежат следующие отличительные признаки – взаимосвязь между «вовлеченностью» и «самоэффективностью», взаимосвязь между «вовлеченностью» и «оптимизмом», взаимосвязь между «контролем» и «самооценкой», взаимосвязь между «принятием риска» и «самооценкой».

Ключевые слова: жизнестойкость, личность, психологический капитал, принятие риска, вовлеченность, личностный ресурс, личностные компоненты, самооценка, оптимизм, самоэффективность, стойкость.

The process of hardiness has already been considered in ancient philosophical and psychological teachings. In them, one of the significant problems was the problem of counteracting the difficulties of the life of a person. The antique Stoic philosophers (Zeno, Seneca, Epictetus, Marcus Aurelius) considered the issues of attitude to the world, the possibilities and limitations of man in this world, and emphasized the importance of formation of good deeds and habits; they also emphasized the need to respond to emerging life events and problems not with emotions, but with the mind. In the

teachings of Stoic scientists, the issues of the important role of the social component in human life, the ability to take responsibility for their lives and solve life situations were sharply considered [1].

It is important and interesting to note that the well-known representatives of Stoicism themselves are portrayed by the later generations as life-affirming personalities. One of them, Epictetus (50 BC - 125 BC), impressed his contemporaries with his humor and calmness. He paid more attention to the practical side of philosophy, later said that philosophy became his life, and considered himself the teacher of a virtuous life. Marcus Aurelius (121 BC - BC) 180), a Roman emperor, author of the ethical treatise "Reflections", was distinguished by the fact that he succeeded in building his life in extremely unfavorable conditions, due to what Aurelius published the book "Reflection on oneself" [2].

For the first time in the modern science, the interest to the concept of hardiness revived in the 1980s, when the concept of "hardiness", which means "endurance", "stability", "sharpness", was formed in translation from English. The authors of this concept are S. Kobasa and Salvatore Maddi. It was D.A. Leontyev who introduced it as the concept of "hardiness" [3]. In our research, we use this concept as "life hardiness". The concept of "hardiness", from the authors' point of view, facilitated a person's recognition of their real capabilities and the perception of their own vulnerability [4]. This quality has become a kind of basis that helps to process stressful influences and turn negative influences into new opportunities.

S. Maddi, a disciple of Gordon Allport and Henry Murray, considered the phenomenon of hardiness from the point of view of a holistic approach to personality. In this context, we will consider the longitudinal research he conducted. In the course of the study, an unfavorable constant stressful situation is created for employees of a particular company. As a result, it was observed that employees did not quit their jobs, but at the same time had a certain improvement in their professional activity. That is, it led to the identification of the structure of attitudes and skills that contribute to the transformation of stressful situations for employees into a state of manifestation of their capabilities [5].

Analyzing life hardiness as a psychological phenomenon, it is interesting to pay attention to its various aspects and manifestations, the psychological components of this phenomenon. In general, many scientists have already shown their interest in this phenomenon. One of them was D.A. Leontyev. Based on the views on the phenomenon of life hardiness of the individual, D.A. Leontyev defines life hardiness as a property characterized by the criterion of self-realization of the individual. In the same way as the concept of life-hardiness, the related concepts were also considered. One of them is the term "life creativity", which means individual's expansion of the world and his life relationships. In his opinion, the main components of life hardiness are the readiness of the individual to overcome the situation and one's openness to something new. It was also determined that the process of life support affects the assessment of situations that are considered to be current traumatic situation, which has a direct impact on the motivation of the individual for further actions. Another scientist who studied life hardiness, L.A. Aleksandrova, formulated this phenomenon in a different way. According to her conclusions, life hardiness is a special integral ability that contributes to the successful adaptation of a person. L.A. Aleksandrova showed that its main components consist of two parts:

- the unit of general abilities: it includes basic personal attitudes, intelligence, self-awareness, meaning and responsibility;
- the unit of special abilities: includes the skills of interaction with people, as well as the skills to overcome various difficult situations [6, p. 82].

In general, the studies of L.A. Aleksandrova showed that a high level of personal inhibition contributes to the successful adaptation of the individual, preventing the appearance of anxiety and pressure during the adaptation period. It also became known that, according to the concept of L. A. Aleksandrova, life hardiness is negatively associated with depression, with the use of unadapted coping mechanisms [6, p. 84].

In foreign humanistic philosophical and psychological concepts, in our opinion, the works of V. Frankl and E. Fromm in the field of existential philosophy are of great interest, since they are directly related to the study of life strategies of confrontation and survival of the individual, considered in the most critical period in history, which led to the manifestation of the tragedy of World War II.

Austrian psychiatrist and sociologist V. Frankl in his work "Man's Search for Meaning", written after imprisonment in Nazi concentration camps from 1942 to 1945, mentions the method of "logotherapy" invented by him. The experience of the difficult life of prisoners formed the basis for the analysis of the concept of so-called proactivity, introduced by V. Frankl. From the point of view of humanistic psychology, proactivity is the ability to choose its response to external stimuli; understanding of the human psyche. A proactive person pursues his deep values and goals, acts in accordance with his life principles, regardless of external circumstances, and can also control his impulsive reaction in accordance with his values in freedom of choice. Thus, it can be noted that proactivity in the understanding of V. Frankl is a process that realizes existential needs such as creating, acquiring new experiences, and finding your own meaning in life [7].

It can hardly be claimed that a person always has the same levels of self-confidence, the ability to achieve future goals, the desire to solve problems, the will to succeed. These indicators are explained by the concept of "psychological capital", one of the new terms in the field of positive psychology. Therefore, one of the most relevant problems is the study of psychological capital itself, both individually and in combination with personality traits that influence a person's activity in life.

The main factor that influenced the emergence of the concept of psychological capital in general is research in the field of positive psychology. One of the leading representatives of this field, F. Lutans, paid special attention to the study of psychological capital. He introduced the concept of "psychological capital" as a result of the proliferation of publications on "Positive Organizational Behavior" and "Research and Application of the Strong Psychological Potential of Human Resources That Can Be Measured, Developed, and Effectively Used." This resulted in the identification of a set of resources that play an important role as one of the factors that influence the productivity of organizations.

Effectiveness is the belief of people in the ability to achieve a certain goal in a particular situation. According to A. Bandura, self-efficacy is "confidence in the ability to organize and carry out the actions necessary to manage future situations ". There are two main indicators of self-efficacy:

- Expected result (knowing what to do).
- Expected performance (checking what we need to do)

Analyzing the work of A. Bandura, we found that the following processes influence the level of effectiveness:

- Cognitive (thoughts shape reality)
- Motivational (expected results based on our beliefs shape our motivation)
- Effective (self overcoming effectiveness regulates unacceptable behavior)
- Choice (we only find ourselves when we think we can win) [8].

Resilience is understood as overcoming difficulties and gaining strength after subjugating negative events. It is defined in positive psychology as a positive way to overcome difficulties or stress. Organizationally it is defined as the ability to cope with stress, conflict, failure, change or increased responsibility.

General optimism is a positive attitude towards current and future successes. However, the component of psychological capital identified in M. Seligman's Attribution Theory is seen as optimism as a specific structure that takes into account what an employee can and cannot do, so optimism increases efficiency and hope [9].

Based on each of these four components, different outcomes can be predicted with a certain degree of accuracy. Thus, a person's level of optimism can be statistically related to actual performance or behavior.

However, looking at these four components in the context of psychological capital, it is possible to predict much more than just the sum of their individual effects.

Thus, summarizing the above, we can say that psychological capital is a set of resources that allow a person to analyze how to achieve a particular goal, the ability to analyze the obstacles and the effectiveness of the work performed. Another our conclusion is that the development of one component positively affects the others.

Research Methods. The purpose of the study was to determine the relationship between life-hardiness and psychological capital. Thirty-five people between the ages of 19 and 25 took part in the experiment. Two methods were used in the experiment: "Hardiness Test" and "Psychological Capital" test. The test of hardiness is an adaptation by D.A. Leontyev of the Hardiness Survey questionnaire, developed by the American psychologist Salvatore Maddi. Life hardiness is a system of beliefs about oneself, the world, relations with it, which allow a person to withstand and effectively overcome stressful situations. In the same situation, a person with high life hardiness is less likely to experience stress and copes with it better. Hardiness includes three relatively independent components: commitment, control, and challenge. The concept of life-hardiness is similar to the concept of "the courage to be", introduced by P. Tillich within existentialism, a trend in psychology that proceeds from the uniqueness of a specific human life that is not reducible to general schemes. Existential courage implies a readiness to "act in spite of" - in spite of ontological anxiety, the anxiety of losing meaning, in spite of the feeling of "abandonment" (M. Heidegger). It is life-hardiness that allows a person to endure the irremovable anxiety that accompanies the choice of the future (uncertainty) rather than the past (immutability) in a situation of the existential dilemma.

The Psychological Capital test seeks to measure psychological capital, which is the positive psychological state of an individual as a resource for his or her performance in an organization. Psychological capital consists of the following constructs, reflecting the overall ability to use and restore physical and mental strength and playing a critical role in an individual's functioning at work

"Self-efficacy" - an awareness of one's ability to align behavior and make the necessary effort to successfully accomplish challenging tasks.

"Optimism" - a positive attitude, a desire to follow success in the present and in the future

"Self-esteem" - the employee's self-esteem in relation to professional activities in comparison with other employees in the organization.

"Resilience" - the perception and positive assessment of new and difficult situations as challenges that increases engagement of an employee.

Results/Discussion.

The following results were obtained from the Hardiness Test:

- Figure 1 shows that the percentage indicator of the Commitment scale is 66%. Commitment is defined as "the belief that being involved in what is going on gives the best chance of finding something worthwhile and interesting for the individual." A person with a developed involvement component enjoys his or her own activities. In contrast, a lack of such a conviction generates a sense of rejection, a feeling of being "out" of life. If you feel confident in yourself and that the world is generous, you are inherently engaged.

-The percentage indicator of the Control scale is 45 percent. Control is the belief that struggle allows you to influence the outcome of what is happening, even if this influence is not absolute and success is not guaranteed. The opposite of this is the feeling of one's own helplessness. A person with a strongly developed control component feels that he or she chooses his or her own activity, his or her own way.

-The "Challenge" scale has a percentage indicator of 52%. Challenge is the person's belief that everything that happens to him or her contributes to his development due to the knowledge gained from experience, whether positive or negative. A person who sees life as a way of gaining experience is willing to act in the absence of reliable guarantees of success, at his own risk, considering the pursuit of mere comfort and security as impoverishing the individual's life. Challenge is based on the idea of development through the active assimilation of knowledge from experience and its subsequent use.

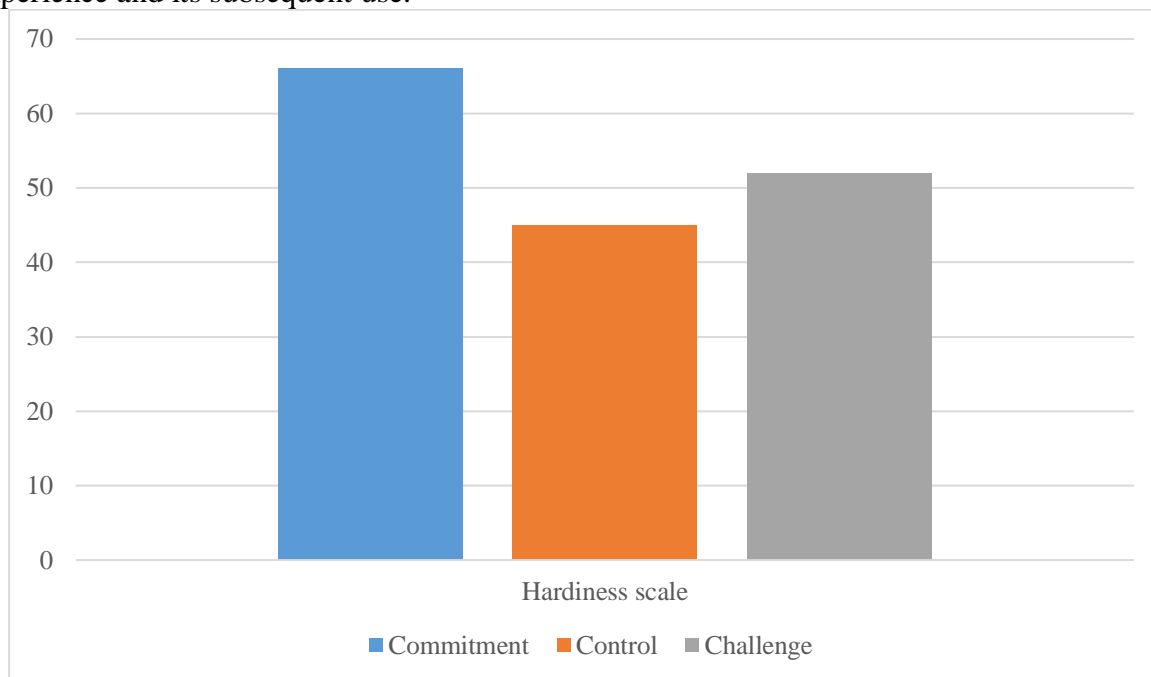


Figure 1 - Percentages of Hardiness Test Scales

2.The results of the "Psychological Capital" test:

Figure 2 shows the percentages on the scales of the "Psychological Capital" test.

The percentage on the Self-efficacy scale accounts for 62%. This scale measures a person's ability to persevere and redirect paths toward goals in order to succeed.

-The percentage of the Optimism scale is 70 percent. This scale measures a person's ability to be confident to take on and make the necessary effort to succeed in difficult tasks.

-The Self-Esteem scale has a percentage of 52%. This scale measures a person's ability to survive and come to terms with challenges and adversity in order to succeed.

-The Resilience scale has a percentage of 59%. This scale measures a person's ability to positively ascribe to and expect success in the present and future.

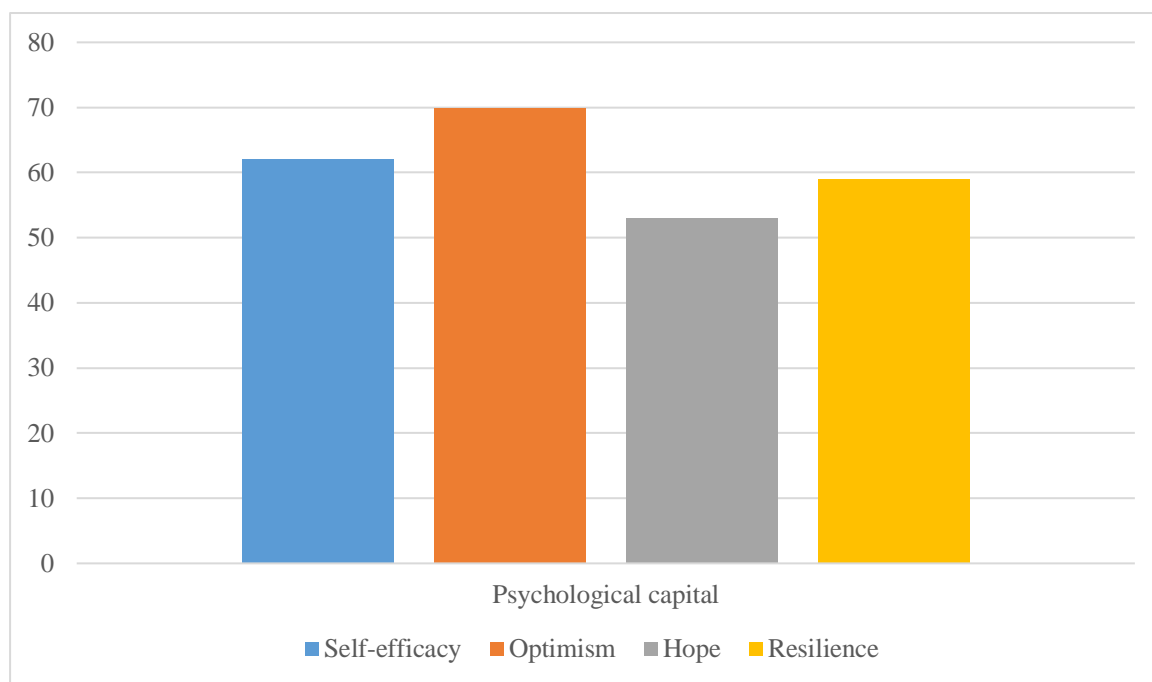


Figure 2 - Percentages of psychological capital scales

To determine the relationship between the scales of hardiness and psychological capital, a statistical analysis was conducted using Pearson's correlation coefficient:

-There is a positive correlation between the scales of "commitment" and "self-efficacy" at the $p \leq 0.05$ level;

-There is a positive correlation between the scales "commitment" and "optimism" at the level of $p \leq 0.01$;

There is a positive correlation between the scales "control" and "self-esteem" at the $p \leq 0.05$ level;

-There is a positive correlation between the scales "challenge" and "self-esteem" at the $p \leq 0.01$ level; (Table 1)

Table - 1. Results of statistical analysis of "Hardiness Test" and "Psychological Capital" scales by Pearson correlation coefficient.

N	"Hardiness Test" scales	"Psychological Capital" scales			
		self-efficacy	Optimism	self-esteem	Resilience
1	commitment	0,356*	0,532**	0,189	0,192
2	control	0,261	0,132	0,389*	0,272
3	challenge	0,398*	0,216	0,471**	0,216

Conclusion.

* According to the above-mentioned sources, the psychological capital is defined as set of resources that allow differentiating the individual's desire to achieve a goal in the process of solving a specific situation, analyzing ways to achieve it, resistance to obstacles and the effectiveness of the work performed.

* And the hardiness of the individual - it is quite possible to call an integrative personal trait that allows you to successfully tolerate stress, unfavorable life situations, while maintaining internal balance and optimal productivity of the individual.

The following conclusions were made to the results of an experimental study of the interdependence of the hardiness of the individual and psychological capital:

- Based on the results of the conducted studies, we came to the conclusion by presenting the following results. "Activity" according to the "Hardiness" test is defined as the determining component of a person's hardiness. Consequently, with the help of "activity", the vast majority of subjects can gain confidence that this gives them a great opportunity to find something valuable and interesting, and individuals with a developed component of activity can enjoy their activities.

* According to the "Psychological capital" test, "optimism" is the determining component of the psychological capital of an individual. Therefore, this component can measure a person's ability to be self-confident and make the necessary efforts to achieve success in complex tasks.

The interdependence of personal hardiness and psychological capital is expressed depending on the following results:

- It turned out that the component of personal hardiness - "activity" and the component of psychological capital - "self-efficacy" are mutually statistically significant. Therefore, we can come to the conclusion that the greater the activity of the individual, the higher its own effectiveness, i.e. the desire, the orientation to achieve the goal.

- The statistical significance between the "activity" of the personal hardiness component and the component of psychological capital "optimism" is determined. Therefore, we can say that the higher the activity of a person, the higher her life optimism.

- The statistical significance between the component of hardiness "control" and the component of psychological capital "self-esteem" was also revealed. That is, we can say that the greater the control over the personality, the higher the self-esteem.

- In addition, it became clear that there is a statistical significance between the component of hardiness - "risk acceptance" and component of the psychological capital - "self-esteem". Therefore, we can conclude that the more risky the perception of a person is, the higher the self-esteem.

Based on the results obtained above, we can distinguish the following features that reflect the interdependence of personal hardiness and psychological capital: the ability of a person to enjoy his activities, to get the maximum of interesting and valuable things from life - the "activity" of the personality and the "optimism" of the personality, which measures its self-confidence and the ability to make the efforts necessary to achieve success in complex tasks, as well as the "control" component, which shows that the personality can choose its own actions, its life path, and "self-esteem", which measures the ability of the individual to live and allows him or her to recover when she or he is surrounded by difficulties to achieve success. It can be noted that the components of "risk acceptance", expressing the conviction of the individual that everything that happens in her life, contributes to its development through knowledge from experience - these are features that reflect the conditionality of the hardiness of the individual and psychological capital.

Thus, as a result of the given research, the interdependence of hardiness and psychological capital was observed. Therefore, the higher the vital tone of the hardiness, the higher the components of psychological capital.

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