



Study of Personality Hardiness of School Teacher

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ABSTRACT

The present study was conducted to find out the effect of gender and types of school on personality hardiness of primary school teachers. Data was collected from 100 primary school teachers comprising male and female teachers of Government and private schools. Personality hardiness scale was applied on the sample for the measurement of personality hardiness. To reach out the objectives of present investigation 2X2 factorial design is used. There is significant difference between male and female school teachers on personality hardiness. There is no significant difference between of Government and private sectors school teachers on personality hardiness.

Keywords: Personality; Hardiness; School Teachers

Introduction:

The concept of personality hardiness was developed in the 1970s by Suzanne Kobasa, a psychologist at the University of Chicago. She introduced hardiness as a personality trait that buffers individuals from the negative health effects of stress, particularly among working adults. Her research was influenced by earlier theories on stress and resilience, and she aimed to identify personality factors that promote health and well-being in stressful environments.

Personality Hardiness is a psychological concept that refers to a set of personality traits that help individuals effectively cope with stress and adversity. People with high levels of hardiness tend to perceive stressful situations as challenges rather than threats, maintain a sense of control, and find meaning in difficult experiences, which enhances their resilience. Personality hardiness is typically characterized by three core components:



Commitment: A tendency to be engaged and involved in life activities, rather than feeling alienated or detached.

Control: The belief that one can influence events and outcomes, fostering a sense of agency. **Challenge:** Viewing change and difficulties as opportunities for growth and learning, rather than as threats.

Personality Hardiness of School Teachers refers to the presence and influence of hardiness traits—commitment, control, and challenge—in teachers, which help them effectively, manage the unique stresses and demands of their profession. School teachers often face various stressors such as classroom management challenges, workload, student behavior issues, administrative pressures, and emotional demands. Teachers with high levels of personality hardiness are better equipped to handle these stressors, maintain motivation, and perform effectively.

Personality Hardiness and Gender Difference explores how traits associated with hardiness—commitment, control, and challenge—may vary between males and females, and how these differences can influence stress resilience and coping strategies. While some gender-based differences in personality hardiness traits have been observed, these differences are often nuanced and influenced by cultural, social, and individual factors. Both males and females can develop and strengthen hardiness traits to enhance their resilience to stress.

Objective:

1. To study the influence of gender on the personality hardiness level of school teachers.
2. To study the influence of types of school on the personality hardiness of school teachers.

Hypothesis:

1. There is no significant difference between male and female school teachers on personality hardiness. .
2. There is no significant difference between Government and private school teachers on personality hardiness.

**Method:****Sample:**

For this research work a simple random sampling technique is used. The sample will be consisting of total 100 primary school teachers including two groups i.e. 50 female school teachers and 50 female school teachers. Both groups is made with equal number of school teachers from government schools teachers (n= 125) and private schools teachers (n= 125). All sample included in this study will be selected from Chhatrapati Sambhajinagar district.

Variables:-**Independent Variables:-**

- Gender (Male and Female)
- Types of School (Government and Private)

Dependent Variables:-

- Personality Hardiness

Research design:-

2X2 Factorial design is used

Types of School (B)	Gender (A)	
	Male A1	Female A2
Government B1	A1B1	A2B1
Private B2	A1B2	A2B2

Tools:**Hardiness Scale:**

The original hardiness scale (The long form) was composed of the six subscales. The dimension of Commitment was measured by the 'Alienation from work and alienation from self scales' (Maddi, Kobasa & Hoover, 1979); control was measured by the external locus of control scale (Rotter, Seeman & Liverant, 1962) and the Powerlessness scale (Maddi, Kobasa and Hoover, 1979). Kobasa and Maddi, stated that



the scale has a correlation of .89 with full scale and show a reliability co-efficient alpha of .86. Hull et al. 1987 also reported a correlation of .76 between 36 item revised Hardiness scale and its original form. First 25 items will be answered accordingly and in the next 10 (26 onwards) items. Please indicate which of the two statements provided in each item listed below better represent your attitude in each item, the negative indicator of hardiness is underlined. For the first 25 items reverse scoring was done for 0 we assigned 4 for 1=3, 2=2 and 3=1. Then all the scores were summed up for the rest of 10 items, as these were 2 statements and the subject has to indicate the ones better representing their attitudes in each item for "a" score of 1 is assigned and for "b" (the negative indicator) score of 4 is assigned, then all the 10 scores were summed up. Total hardiness score was obtained by summing up the total scores.

Statistical Treatment:

All the sample subjects were asked to fill the teacher's adjustment inventory without omitting the angle item. The data so collected was analyzed using mean, S.D., and t test.

Results and Discussion:

Mean and SD on Personality Hardiness of School Teachers

Variable		N	Mean	SD
Gender	Male	50	79.26	17.67
	Female	50	69.92	13.84
Types of School	Government	50	73.46	16.24
	Private	50	75.72	15.59

Above table shows that the mean and SD score of school teachers on Personality hardiness. Mean and SD score of male school teachers respectively is 79.26 and 17.67 and Mean and SD score of female school teachers respectively is 69.92 and 13.84.



Mean and SD score of government school teachers respectively is 73.46 and 16.24 and Mean and SD score of private school teachers is 75.72 and 15.29.

Table No. 2

Summary of ANOVA Table

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Gender	2180.89	1	2180.89	8.52	0.01
Types of school	127.69	1	127.69	0.49	N.S
Gender * Types of school	26.01	1	26.01	0.11	N.S
Error	24553.60	96	255.76		
Total	583255.00	100			
Corrected Total	26888.19	99			

Above table shows that the summary of ANOVA on dependent variable personality hardiness. First independent variable is gender (A) f values is 8.52 (df = 1 and 96) is significant at the level of 0.01. That's mean the male and female school teachers are significantly differing from each other on personality hardiness. F value and means score indicated that the male school teachers of level of personality hardiness is high than the female school teachers. Results indicated that the hypothesis no. 1, there will be no significant difference between male and female school teachers on personality hardiness is rejected.

Second independent variable is types of school (B) f values is 0.49 (df = 1 and 96) is significant at the both level of significant. That's meant the government and private school teachers are not significantly differing from each other on personality hardiness. Results indicated that the hypothesis no. 2, there will be no significant difference between government and private school teacher on personality hardiness is accepted. The result of the interaction effect of independent variables such as gender



and types of school on personality hardiness f value is 0.11 (df = 1 and 96) which is not significant at both the level.

Conclusion:

There is significant difference between male and female school teachers on personality hardiness. There is no significant difference between Government and private school teachers on personality hardiness.

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