DETERMINATION IS THE WAKEUP CALL TO HUMAN WILL: DO POSITIVE RELATIONSHIPS, ENVIRONMENTAL MASTERY AND HAPPINESS LEAD TO GRIT?

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INTRODUCTION

Grit can be best defined as the firmness of mind, endurance, perseverance and passion that drives us, despite obstacles, until our goals are met. It is the tendency to sustain interest in and effort toward very long-term goals (Duckworth et al, 2007). A measure of grit and self-control was devised by Duckworth and her colleague to identify successful outcomes in different situations. Intelligence was claimed to be the future predictor of achievement. Surprisingly, grit was found to have negative correlation with the intelligence. This explains us why successful individuals do not consistently perform well over a period of time. The human beings are inherently motivated to move towards our true self. The fully functioning person is in deep touch with his or her experiences and emotions, is oriented toward meaningful goals and projects, and upholds pro social values (Rogers). Rogers also argued for the importance of preserving the stability, coherence, and authenticity of our self-concept. Other researchers had also found that the relationship between grit and happiness depended on the personal growth of a person. (Refer Fig.1) The above model is framed based on the context of involving an individual’s perceived grit and its dependency on the positive relations in the life, Environmental mastery and Happiness in life with the support of moderating factor of Personal Growth.

The researchers prefer to showcase the relationship of the above factors to mutually relate with the grit of individuals. It is an act of predisposition that the person who is having positive relationship with his family, friends, peers and superiors. Environmental mastery is the sense that we are able to have an influence.
on the events in our lives. What this means is that it is not necessary to actually be in control; it is simply necessary to have the sense that we are capable of acting on our own behalf. Happiness is defined as a positive mood which makes individual feels good. In addition to making us feel good, studies have found that happiness actually improves other aspects of our lives. Here is an overview of some of the good stuffs that research has linked to happiness.

- Happiness is good for our health: Happy people are less likely to get sick, and they live longer
- Happiness is good for our relationships: Happy people are more likely to get married and have fulfilling marriages, and they have more friends
- Happy people make more money and are more productive at work
- Happy people are more generous
- Happy people cope better with stress and trauma
- Happy people are more creative and are better able to see the big picture

All these factors are expected to be directly proportional to the grit of an individual. Additionally, the personal growth acts as a moderator to guide the individual to move towards success. Not all the people who have the happiness, environmental mastery and positive relation are likely to possess the grit, if they don’t have focus on their personal growth. In order to test the above model, the following hypotheses are framed and tested using appropriate statistical tools.

LITERATURE REVIEW

1. In the paper Grit: Perseverance and Passion for Long-Term Goals, Angela L. Duckworth et al (2007) tested the importance of grit in predicting success. They defined grit as perseverance and passion for long-term goals and claimed that it accounted for an average of 4% of the variance in success outcomes. They found that grit was not related to IQ, but was related to the big five Conscientiousness. Grit demonstrated incremental predictive validity of success measures over IQ and conscientiousness. They found that the achievement of difficult goals entails not only talent but also the sustained and focused application of talent over time.

2. The research on “Positive and Negative Affect, and Grit as predictors of Happiness and Life Satisfaction by Kamlesh Singh and Shalini DuggalJha (2008)” explored the relationship between the concepts of happiness, life satisfaction and grit. The results of their research revealed that the concepts of Grit, Positive Affect, Happiness and Life Satisfaction have significant positive correlation. The results of the regression analysis showed that Positive Affect, Grit and Negative Affect together account for 19% of the variance in Life Satisfaction, whereas Grit, Negative Affect and Positive Affect account for 11% of the total variance in Happiness.

3. The thesis on Grit and Different Aspects of Well-being: Direct and Indirect Effects via Sense of Coherence and Authenticity by Mia Tiittanen (2014) investigated how grit relates to life satisfaction, psychological well-being
(PWB) and harmony in life. The approach of organismic valuing theory and structural equation modeling suggested that being gritty about one’s goal pursuits requires both a sense that there is an authentic connection with the self and the world is coherent in order to fully benefit well-being. Also, the preliminary indications of gender difference between grit and well-being were found as men showed a stronger direct effect between grit and well-being than women.

4. The paper on Positive Psychology Research in India: A Review and Critique by Seema Mehrotra and Ravikesh Tripathi (2011) indicates the nature of issues addressed in the field of positive psychology while bringing some of the areas, which require attention in further research, to light. The paper highlights the critical need for building knowledge base in the Indian positive psychology research by linking a study to another.

5. In the paper, The relationship of grit, subjective happiness and meaning in life on alternative education students’ GPA and attendance by Isabel Batres (2011) has the results of ANOVA and pearson correlation between grit, subjective happiness and meaning in life. Finally, they identified that there was high correlation between student attendance, grit and the search for meaning in life.

6. The study on Impact of Character Development and Empowerment Program on Grit and Resilience Growth in Early and Middle Adolescents by Mimi Gamel (2014) examined the non-cognitive side of education - grit and resilience development in adolescents when adolescents are struggling emotionally. The paper focused on seven mindsets - possibilities, passions, connectivity, accountability, gratitude and giving became the foundation of a life-changing experience. It was found that the early and middle adolescents learned to take actions by completing a life plan and reflecting on their ability to create blueprint for their same.

RESEARCH QUESTIONS

1. What is the relationship between the personal relationship and the perceived grit of a person?
2. What is the relationship between the environmental mastery and the perceived grit of a person?
3. What is the relationship between the happiness and the perceived grit of a person?
4. Does the personal growth of a person moderate his/her positive relationship and perceived grit?
5. Do the relationships between the positive relationships, Environmental mastery, Happiness and perceived grit differ with demographic change?

PROPOSITION OR HYPOTHESES

Ryff & Singer (1998) had given a scale representing the six areas of psychological wellbeing: Autonomy, Environmental mastery, Personal growth, Positive relationship with others, Purpose in life and Self-acceptance. The review of literature has strongly supported the validity and the reliability of the scale and hence it is used for the measurement of positive relations, environmental mastery and personal growth of a person.
HYPOTHESES FOR RQ1:

The scale developed by Duckworth, Peterson, Matthews, & Kelly (2007) after extensive research on the relationship between one’s grit and long term goals was used to measure the perceived grit. On the basis of surveyed literature and conceptual framework the following hypotheses have been proposed:

H0: There is no significant positive relationship between the positive relationship of a person with others, environmental mastery, happiness and his/her perceived grit

H1: There is a significant positive relationship between the positive relationship of a person with others and his/her perceived grit

HYPOTHESES FOR RQ2:

With the aid of the Duckworth scale for grit and the Ryff’s psychological wellbeing scale, an attempt is made to identify the relationship between the environmental mastery and the perceived grit of a person. On the basis of the literature review and the conceptual framework, the following hypotheses have been proposed:

H2: There is a significant positive relationship between the environmental mastery of a person and his/her perceived grit

HYPOTHESES FOR RQ3:

Lyubomirsky & Lepper (1999) developed the Subjective Happiness Scale (SHS) with four items to measure the social wellbeing as a whole. The scale is used to establish the relationship between the happiness of a person and the perceived grit. On the basis of the framework developed, the following hypotheses have been proposed:

H3: There is a significant positive relationship between the happiness of a person and his/her perceived grit

HYPOTHESES FOR RQ4:

Researchers have found personal growth to be an important factor moderating the Environmental mastery, Happiness and perceived grit of a person. But there is not cue to understand the role of personal growth in the relationship between the perceived grit and the positive relationship of a person with others. On the basis of surveyed literature and conceptual framework the following hypotheses have been proposed:

H4: The relationship between the positive relationship of a person with others and the perceived grit is moderated by the personal growth of the person

HYPOTHESES FOR RQ5:

In order to ascertain the difference in the relationship between the positive relationship, happiness, environmental mastery and the perceived grit with the demographic changes, the following hypotheses have been proposed:

H5: There is a significant difference in the relationships between the positive relationships with others, Environmental mastery, Happiness and the perceived grit with the changes in the demography

RESEARCH METHODOLOGY

A cross-sectional survey design was administered and survey was collected through online Google forms. A total of 600 impressions were circulated through online and we received...
a filled-in response from 200 online users. During circulation of the impression, we clearly mentioned to fill the survey based on what they feel. We used overall a non-probabilistic sampling technique to collect the samples. The impressions of Google forms were circulated in different social media channels using a snowball sampling methodology. Of the total sample, consists of 120 male and 80 female college students. The age group of the participants ranged between 20-70 years.

**MEASUREMENT**

The 42 item scale developed by Ryff was predominantly used by several researchers to measure the psychological wellbeing of a person by taking the following factors into account: Autonomy, Environmental mastery, Personal growth, Positive relationship with others, Purpose in life and Self-acceptance. The positive relationship of people with others, environmental mastery and the personal growth were hence measured with the aid of Ryff’s scale. Lyubomirsky & Lepper (1999) developed a scale with 4 questions to measure the subjective happiness of people. Known for measuring the social wellbeing of people effectively, the scale is known as Subjective Happiness Scale (SHS). The happiness of the respondents was thus measured by SHS.

The scale for perceived grit was developed by Duckworth et al (2007). For understanding the perceived grit of the respondents, the grit scale was used which consisted of 17 items developed and obtained by Duckworth et al.

**ANALYSIS**

Hierarchical regression was administered to examine the research questions RQ1, RQ2 & RQ3 and the respective hypotheses of the study as per recommendation from Aiken and West. The data were mean centered by creating new centered independent and moderate variable after deducting the mean values of respective independent and moderate variable terms. In order to examine the research question RQ4 and the respective hypothesis, multiple hierarchical regression was administered. Correlation table was used to study the relationship between the variables. IBM SPSS Statistics 20 was used to perform the statistical tests.

**RESULTS AND DISCUSSION**

The present study conducted and results obtained thereof, reveals that there is a significant positive correlation between the environmental mastery, happiness and the perceived grit of the person. The positive relations of a person, though positively correlated, does not have significance to establish the same. The correlation between the variables is shown in the table below: (Refer Table 1) The regression analysis with perceived grit as the dependent variable and the positive relations, environmental mastery and happiness as the predictors has shown that the happiness has significant influence on the perceived grit. The perceived grit changes 0.4% with 1% change in the positive relations. Similarly, the perceived grit changes 19% and 44% with 1% change in environmental mastery and happiness respectively. However, the relationship between positive relations & Environmental Mastery and perceived grit is insignificant (Refer Table 2, Model 1). The model 2 has included the moderator in the regression model and it is found that the happiness has significant relationship on the perceived grit, whereas the other variables do not have significant
relationship with the perceived grit. But the personal growth does not significantly moderate the relationship between the positive relations, environmental mastery & happiness and the perceived grit (Refer Table 2, Model 2). The model 3 exhibits that the interaction effect between the positive relations, environmental mastery & happiness and the perceived grit is not significant. The $R^2$ value of the model decreases with the inclusion of the personal growth as moderator (Refer Table 2, Model 3). The results are as follows: (Refer Table 2) Thus the study implies that the perceived grit of a person is highly influenced by the happiness of the person. So, the fun filled class rooms and work places will improve the grit of people in schools, colleges, other institutions and organizations. Since the grit of an individual predicts the goal magnitude, agility, engagement, persistence, performance, and value, the happy and fun filled work place will make the individual more productive, irrespective of the personal growth of the individual.

CONCLUSION
The present study had attempted to understand the relationship between social identity orientation and Facebook intensity, and the relationship between relational identity orientation and Facebook intensity and whether bridging and bonding has any impact of Facebook intensity with social & relational identity orientation. The study concludes that social identity significantly moderates with bridging but there is no significant moderation between relational identity and social identity with bonding. The study opens up a good understanding on how in the digital world, youngsters are managing their social relationship.

REFERENCES


• Perez, M. Obtaining Academic Success: Nurturing Grit in Students.


LIST OF FIGURES:

Fig 1. Conceptual Model

- Positive Relation
- Environmental Mastery
- Happiness

PERCEIVED GRIT

Moderated By Personal Growth
LIST OF TABLES:

Table 1 Correlation Between the Variables

<table>
<thead>
<tr>
<th>Variables</th>
<th>Positive relations</th>
<th>Environment mastery</th>
<th>Personal Growth</th>
<th>Happiness</th>
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<td>Environment mastery</td>
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<td>Personal Growth</td>
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<td>Happiness</td>
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<td>Perceived Grit</td>
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<td>.242*</td>
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<td>.459**</td>
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Table 2 Moderating Effect of Personal Growth on the Relationship between the Positive Relations, Environmental Mastery & Happiness and the Perceived Grit

<table>
<thead>
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<th>Perceived Grit</th>
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<td>Happiness</td>
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<td>Environmental Mastery X Personal Growth</td>
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