

Resilience and Life Satisfaction: A Comparative Study of Working men and Women

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Abstract

The purpose of the current study is to determine whether resilience and life satisfaction are related in both working men and women. Purposive sampling was utilized to pick the sample of 156 working people (76 men and 80 women) from Quetta, Pakistan's various occupational sectors. The degree of resilience and life satisfaction was assessed using the brief resilience scale and Satisfaction with life measure, respectively. Utilizing SPSS 23, correlation, regression, independent sample t-test, and one-way ANOVA were applied for statistical analysis. The results indicated that among working men and women, resilience and life satisfaction are significantly positively correlated. Regression analysis showed that resilience explains 45.3% of the variation in life satisfaction. One-way analysis of variance in Resilience and Life Satisfaction showed no significant differences across professional groups. Furthermore, there were no gender-based contrasts in resilience or life satisfaction that were statistically significant.

Keywords: Resilience, Life satisfaction, working men and women.

Introduction

Living a healthy lifestyle, being able to handle life's challenges and adversities, and being able to come up with answers to one's problems are crucial for people today. Working life is full of challenges and hardships and is a quite demanding process. Work-load or work-related stress, job security, work environment or conditions, and long working hours appear as potential stressors for working men and women. The term life satisfaction alludes to a feeling of prosperity and the predominance of lovely feelings over pessimistic ones. Whereas, the ability to bounce back to normal functioning after facing adversity is referred to as resilience.

In psychology, resilience alludes to the ability to survive or return from pressure and/or affliction. Resilience is the ability to successfully navigate challenging situations in life by being mentally, emotionally, and behaviorally flexible and adapting to both internal and external pressures. People who are resilient do not mean that they experience or feel less grief, anxiety or stress; it means that they use their healthy coping skills to overcome the adversity and successfully face the difficulties (Cherry, 2022). Resilience helps individuals to handle any challenging life situation. Resilience can be physical, mental, emotional or social. Physical resilience is basically related to the capacity on one's body to attain physical challenges while encountering sickness or any kind of mishap, and then to recover from ongoing physical health conditions (Community Industry Group, 2021). Mental resilience is one's ability to encounter demanding situations in such a way that the person firstly encounters the situation through his/her problem-solving capabilities then find alternative solutions and by being creative or easygoing with their ideas and thinking (Community Industry Group, 2021). Emotional intelligence, emotional understanding, determination, patience, acceptance and hope are associated with emotional resilience (Andresen, 2017). Social resilience defines resilience through social connections, how people support and help each other in their difficult times. Relationships like family, friends and soul mates assume a significant part in one's life and their support acts as an essential factor in the process of coping with difficult times (Andresen, 2017).

Life satisfaction is an individual's evaluation of the edge between their desires and what they have. This contentment is not limited to a single or primary source of happiness, but rather on a sense of well-being that encompasses one's entire existence (Tagay et al., 2016). It reflects our general outlook on life and our level of satisfaction with the way things are turning out. An individual's emotional evaluation of

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their degree of joy and the nature of their life in light of their own arrangement of rules is alluded to as life fulfillment (Diener, 1984). According to the lowest-up theory of life satisfaction, different types of domains of life are included in life satisfaction such as work, relationships, family background, and different types of developments related to health and fitness. A person's overall life satisfaction is a result of his/her pleasure with these domains of life (Bayraktar & Faruk, 2020). Whereas, the highest miserable theory of life satisfactions states that an individual feel satisfied in his/her life because of a possible version of him/her, who is more informed and balanced (Ilies et al., 2019). Life satisfaction theory of age states that with aging different domains of humans such as health is worsened but after middle age, other satisfaction will be increased which is related to the social domain (Kanfer, 2019).

Previous research showed an association between resilience and life satisfaction. Gundogan (2021) examined the function of COVID-19 fear as a mediator in the relationship between resiliency and life satisfaction. According to the investigation, psychological resilience has a positive relationship with life satisfaction and a negative relationship with covid-19 dread. Kraman et al. (2020) inspected the connection between resilience and life satisfaction. The results found a huge positive association between the two. Kunicki and Harlow (2020) challenged the simplified model of resilience by presenting and validating a higher-order model with six underlying components; purpose in life, self-esteem, life satisfaction, cognitive flexibility, proactive coping, and social support. By incorporating life satisfaction into the model, the study admits that an individual's level of satisfaction and pleasure with their life can affect their capacity to adjust and overcome adversity. This supports the theory that those who are happier with their life might be more resilient in the face of adversity.

Yang et al. (2018) investigated the ways in which social support and resilience among people with substance use disorders impact the relationship between stress and life satisfaction. Based on 426 participants from Chinese rehabilitation institutions, the results demonstrated the importance of resilience and social support in enhancing life satisfaction and stress management. This showed that despite the difficulties they encounter, people with substance use disorders may be able to have more fulfilling lives by strengthening their social support networks and resilience.

Yildirim (2018) conducted a study on Turkish adults to investigate how resilience influences the associations between the fear of happiness and several dimensions of well-being, such as affect balance, life satisfaction, and flourishing. Results indicated that fear of happiness was associated with lower resilience and reduced levels of affect balance, life satisfaction, and flourishing. Conversely, higher resilience was correlated with improved well-being. Also, resilience partially mediated the relationship between fear of happiness and affect balance, and totally mediated the relationship between fear of happiness and flourishing and life satisfaction.

Zheng et al. (2017) conducted a survey of 418 older adults in china to examine how resilience affects the quality of life. The results of this research demonstrated that psychological resilience acts as a mediator, highlighting the relationship between the support of family and community and the level of life satisfaction experienced by older adults. To better understand the association between self-adequacy, resilience, and life satisfaction, Tagay et al. (2016) found resilience, life satisfaction, and self-adequacy are all positively correlated.

Bajaj and Pande (2016) conducted a study to understand how practicing mindfulness affects people's wellbeing. The range of emotions that a person experiences, both positive and negative, and life satisfaction—the extent to which a person is happy and content with their life—were the two components of well-being that were investigated. The investigation they conducted revealed that resilience has an impact on how mindfulness influences emotions and life happiness. Put another way, people who practice mindfulness seem to be happier and more in balance emotionally, and some of this good effect is likely due to the fact that mindfulness increases personal resilience.

Akbar et al. (2014) looked into how resilient and content migrants were with their lives. As per discoveries, resilience and life satisfaction are certainly corresponded. Achour and Nor (2014) explored the ways in which social support and resilience can lessen depression in KualaLumpur secondary school

students. Findings from 200 students showed that resilience and social support are positively correlated with life satisfaction. Cohn et al. (2009) discovered that regular exposure to positive emotions is associated with increased resilience and life satisfaction, while negative emotions had minimal effect and did not lessen the beneficial effects of positive emotions. Samani et al. (2007) conducted research with the primary goal of determining how resilience affects emotional wellness and life satisfaction. The findings indicated that resilience will prompt life satisfaction when the intensity of negative sensations is reduced.

An environment that is both positive and productive at work requires resilience and a sense of fulfillment in life. Employers who value and foster these traits in their staff members stand to gain from enhanced productivity, happier workers, better job satisfaction, lower turnover, and all of these benefits add up to a more productive and healthier workplace. This study filled a significant gap in the body of literature by conducting a thorough investigation into the association between life satisfaction and resilience among working men and women in Quetta, Balochistan. Although previous studies had explored these variables in other settings, the specific dynamics in this area were largely unknown. The way people deal with challenges and how satisfied they feel with their lives can be different here due to the local culture, economic conditions, and environment. This study is unique in its use of culturally appropriate assessment tools and a sample that is representative of the region. The study acknowledged the importance of the local context by focusing on Quetta, Balochistan, and considering the social and economic characteristics unique to this area that could have a distinct impact on the association between resilience and life satisfaction.

The study objectives are to evaluate the relationship between resilience and life satisfaction among working men and women, as well as to find out the level of resilience and life satisfaction between the two. It is hypothesized that among working men and women, there would be a strong positive association between resilience and life satisfaction. Additionally, there would not be any significant gender disparities in resilience or life satisfaction.

Methodology

Research design

A comparative quantitative correlational study was carried out to look at the connection between life satisfaction and resilience in working men and women.

Participants

A total 156 men and women were selected through purposive sampling. The inclusion criteria encompassed all men and women of any grade employed in the Quetta city.

Table 1. Demographics description of participants (N=156)

Variables	Characteristics	Frequency	Percentage
Gender	Male	76	48%
	Female	80	51.3%
Age	21-40	132	84.6%
	41- Above	24	15.4%
Profession	Doctors	36	23.1%
	Teachers	62	39.7%
	Others	58	37.2%

Table 1 shows the demographic properties of participants such as gender, age and profession. The sample consists of roughly an equal number of males (76) and females (80) participants. The majority of the participants (84.6%) fall into the age group of 21-40, while a smaller portion (15.4%) are aged 41 or above. The participants come from diverse professions. Teachers make up the largest group, with 39.7%. The "others" category comprises workers in the public and private sectors (37.2%), and medical professionals (23.1%).

Variables of Study

Following are the variables of the study:

Resilience: The capacity to adjust to and recover from hardship, trauma, or major life stresses is known as resilience. It entails having the ability to preserve or regain emotional stability, mental health, and well-being in the face of difficulties. Resilience in this study is defined as the scores of the research participants on Brief Resilience Scale (Smith et al., 2008). High scores indicate the person is more resilient and low scores indicates the person is less resilient.

Life Satisfaction: Life satisfaction refers to an individual's subjective assessment or evaluation of their own life as a whole. It reflects a person's overall sense of well-being and contentment with various aspects of their life, including physical health, emotional well-being, relationships, work, and other important domains. Life satisfaction in this study is defined as the scores of the research participants on Satisfaction with Life Scale (Diener et al., 1985). High scores indicate an elevated degree of satisfaction; though low scores reflect an elevated degree of disappointment.

Measures

Two measures Satisfaction with life scale (SWLS) and Brief resilience scale (BRS) were used to collect data along with demographic sheet and informed consent.

Demographic sheet. It was designed to gather required data about the participants' age, class, gender, parental education, and family structure.

Brief resilience scale (BRS). Smith et al. developed BRS (2008). The six-item Brief Resilience Scale (BRS) is scored on a 5-point Likert-type scale. The BRS is surveyed by deciding the mean of six items and reverse coding items 2, 4, and 6. Include the reactions for each of the six things, which range from 1 to 5, and you get a scope of 6 to 30. By the total number of inquiries addressed, divide the aggregate sum. The scale's reliability is $\alpha=.56$ in this study.

Satisfaction with life scale (SWLS). In 1985, Diener, Emmons, and Griffin developed SWLS. It is a progression of five things with reactions evaluated on a 7-point Likert scale, from unequivocally concur (strength 7) to emphatically deviate (strength) (1). High scores reflect elevated degrees of satisfaction; though low scores reflect elevated degrees of disappointment. The SWLS's general score was determined as the normal of the responses to every one of its five to 35 potential inquiries. The SWLS has cutoff upsides of 5-9 for exceptionally unsatisfied, 10-14 for disappointed, 15-19 for marginally disappointed, 20 for impartial, 21-25 for somewhat fulfilled, 26-30 for fulfilled, and 31-35 for incredibly fulfilled. The reliability of the scale in the current investigation is .72.

Procedure

Data were collected through a self-reported questionnaire. Prior to filling out the questionnaire, each participant was asked for their informed consent. Purposive sampling was utilized to acquire the data, and IBM SPSS 23 was used to do a quantitative analysis of the data. T-test, regression, and correlation were used to evaluate the outcomes.

Results

The data was analyzed using SPSS 23. Pearson correlation was utilized to quantify the connection between resilience and life satisfaction. Regression and independent sample t-test were used to measure the variances across gender.

Table 2. Correlation between life satisfaction and resilience among working men and women (N=155)

Variables	SWLS	BRS
SWLS	-	.516**
BRS	-	-

Note: SWLS= Satisfaction with Life Scale; BRS= Brief Resilience Scale; ** $p < .01$.

Table 2 shows a moderate positive correlation ($r = .516^{**}$, $p < .01$) between resilience and life satisfaction between working men and women.

Table 3. Regression Coefficient of Resilience and Life Satisfaction

Variable	<i>B</i>	β	<i>t</i>	<i>F</i>	R ²	SE
Constant	2.19**					1.82
BRS	1.03 **	.673	11.30	127.68	.453	0.91

Note: N=156 **p< .01.

In table 3 linear regression analysis displays the predicting role of resilience in life satisfaction. The β (beta) value of 0.673 represents the standardized regression coefficient, indicating moderately strong positive relationship between resilience and the outcome variable (life satisfaction). The t-value of 11.30 measures the significance of the relationship between BRS and the outcome variable. It is used to test whether the coefficient is significantly different from zero. In this case, the t-value is quite high, suggesting that the relationship between resilience and the outcome variable is statistically significant. The R² value of .453 showed that the independent variable explained 45.3% change in the dependent variable with $F(1, 154) = 127.68, p < .01$. The R² value indicates that resilience accounts for a substantial proportion of the variance in the outcome variable. An increase in resilience is associated with a significant increase in the outcome variable, and the regression model as a whole is statistically significant.

Table 4. Difference between Men and Women on Resilience and Life Satisfaction (N=156)

Variables	Men (n= 76)		Women (n=80)		<i>t</i> (154)	<i>p</i>	95%CL	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>
SWLS	22.64	5.06	22.35	5.62	.344	.731	-1.39	1.98
BRS	18.95	3.37	17.89	3.54	1.91	.057	-0.33	2.15

Table 4 shows an insignificant gender difference in resilience and life satisfaction. In terms of life satisfaction, the mean scores of men and women are similar, with a slight difference ($t = 0.344$). Since the p-value (0.731) is more than 0.05, there is no apparent statistical difference. Life satisfaction does not significantly differ based on gender, as indicated by the 95% confidence interval (-1.39 to 1.98), which includes zero.

The resilience (BRS) mean scores of men and women vary, with a t-statistic of 1.91. Slightly above 0.05, the p-value (0.057) indicates a marginally significant gender difference. The 0.05 level of statistical significance suggests a possible but weak statistically significant difference in resilience across genders, as the 95% confidence range (-0.33 to 2.15) excludes zero.

Table 5. Mean, Standard Deviation and One-Way Analysis of Variance in Resilience and Life Satisfaction Across Profession Groups

Variables	Doctors		Teachers		Others		<i>F</i> (2,153)	η^2	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
BRS	19.22	3.86	19.82	3.37	19.78	3.37	.381	.005	.684
SWLS	23.06	6.03	22.37	5.25	22.28	5.01	.262	.003	.770

Table 5 shows the mean, standard deviation, and F-values for Resilience and Life satisfaction across professional groups. The one-way ANOVA for resilience (BRS) indicated that there is no statistically significant difference in mean resilience scores among the different profession groups. The F-statistic is 0.381, and the p-value (0.684) is greater than the significance level ($\alpha, 0.05$). The effect size ($\eta^2, 0.005$) is very small, suggesting that the professional groups explain only a tiny proportion of the variance in resilience. The Tukey post hoc test revealed no statistically significant differences in BRS scores among the three profession groups (Doctors, Teachers, and Others) ($p > 0.05$ for all comparisons). The one-way ANOVA for life satisfaction (SWLS) also suggested that there is no statistically significant difference in mean life satisfaction scores among the different profession groups. The F-statistic is 0.262, and the p-value (0.770) is greater than the significance level. The effect size ($\eta^2, 0.003$) is very small, indicating that the profession groups explain only a very small proportion of the variance in life satisfaction. The Tukey post hoc test, indicated that there were no statistically significant differences in SWLS scores between any of the profession groups (Doctors, Teachers, and Others) ($p > 0.05$ for all comparisons)

Discussion

The study aimed at investigating association among resilience and life satisfaction among working men and women. Results of this study specifies that among working men and women individuals who are with higher resilience are happier with their lives and the people who are with lower resilience are less happy with their lives. The first hypothesis of this research states that resilience and life satisfaction among working men and women would significantly positively correlate. Findings revealed that among working men and women, resilience is moderately positively correlated with life satisfaction.

These outcomes are in line with earlier discoveries. In order to better understand how resilience affects life satisfaction among workers during the covid-19 pandemic, Baykal (2020) did field research. Results revealed a strong association, supporting the idea that during covid-19 more resilient workers experience elevated levels of life satisfaction.

Aboalshamat et al. (2018) analyzed the data of medical and dentistry students at Jeddah's private universities and found a statistically significant positive association between happiness, resilience and life satisfaction. Students with high levels of resilience reported being happier and more satisfied with their life. Kim (2019) conducted a correlative prediction study to inspect the effect of resilience and life satisfaction on the approach to death. The findings revealed a favorable correlation between attitude toward death and knowledge of mortality, resilience, and life satisfaction. Temiz et al. (2018) conducted research to assess the subjects' levels of mental resilience affected their life satisfaction scores. The findings showed a positive connection among resilience and life satisfaction.

Second hypothesis of study was that there would be no gender disparities in the resilience and life satisfaction of working men and women. The discoveries uncovered that there were no measurably massive contrasts between working men and women in resilience and life satisfaction. These results support the earlier findings, but some earlier studies also produced results that were incongruent. A meta-analysis on life satisfaction (LS) investigated gender differences. The results showed that LS is gender-neutral means no significant differences were observed with a little gender difference favoring male children and adolescents (Chen et al., 2020). Ahmad and Silfiasari (2018) looked at how men and women differed in terms of life satisfaction. The review's outcomes showed that men and women experience life satisfaction at similar levels. Zhang et al. (2018) focused on the disparities in resilience and social support's effects on psychological distress levels between male and female college students, as well as gender variations in susceptibility to psychological distress. Findings revealed that resilience and distress were more strongly correlated in the male population. Battalio et al. (2017) investigated the relationship between resilience and overall quality of life and satisfaction with social roles in people with physical impairments in a cross-sectional study. Findings of the study showed positive relationship between resilience and satisfaction and this relationship was mediated by sex, suggesting that there may be gender differences in this association. You and Park (2017) examined and comprehend the variations in resilience across genders in relation to suicide conduct in an older adult community sample in Korea. The study found that the relationship between resilience and suicide behavior in older adults differs noticeably depending on gender. For older men, resilience appeared to be protective, but for older women, this impact was not seen

Sreehari and Nair (2015) conducted a study that looked at how gender and age affect teenage resilience in Kerala, India. The study discovered no significant gender differences in the adolescents' resilience. However, the study did find a statistically significant difference in resilience scores as a function of age. This indicates that teenagers' resilience levels appeared to shift as they got older. Examining the relationship between resilience and adults' quality of life (QoL) in Saudi Arabia during the COVID-19 pandemic Aldhahi et al. (2021) found gender disparities in life quality, with males often reporting a higher standard of living. QoL was favorably correlated with resilience, particularly in the area of physical health which showed men reported greater resilience as compared to women.

Navarro and Salverda (2018) examined the impacts of individual household earning positions on employment and life satisfaction, with a focus on gender disparities. Notably, the results showed gender disparities in job satisfaction, but not in life satisfaction. Findings revealed that differences in how men and women feel about their work based on criteria connected to earning roles within households, but these

differences tend to disappear when it comes to overall life satisfaction. Akbar et al. (2014) studied and revealed that males performed significantly high on life satisfaction as compared to females but no significant differences were seen in area of resilience. Further findings also revealed there were no significant differences that working migrants have higher level of resilience when contrasted with non-working migrants.

Conclusion

The purpose of this research was to explore how resilience and life satisfaction among working men and women relate to one another. As per the findings of this study, resilience and life satisfaction are significantly positively correlated in both working men and women. Working men and women who experience higher resilience tends to be more satisfied with their lives in contrary to this working men and women who experience lower resilience tends to be less satisfied with their lives. The study also revealed that there were no appreciable variations between working men and women's levels of resilience and life satisfaction. These results are consistent with earlier studies, showing that men and women can reach comparable levels of resilience and life satisfaction. Resilience, gender, and life satisfaction have a complex relationship that varies depending on the setting and demographic. Variables including age, culture, and particular life circumstances could affect this association.

Limitations and Future Recommendations

The study only took place in Quetta, Balochistan. There was a limited timeframe. The survey included both working men and women from Quetta's distinct economic sectors. In order to be more generalizable, future studies may involve a large number of individuals and a broad research topic. A qualitative study is needed to understand how working individual's resilience impacts their life satisfaction that could affect their performances whether in a positive or negative way. A longitudinal study may also help to assess the impact of resilience on life satisfaction.

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