



A Study on Resilience and Social Support among Government Job Aspirants

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Abstract: Resilience is characterized by the ability to endure and overcome challenging situations, allowing individuals to rise after setbacks and emerge stronger. Central to this process is the question of whether the capacity to recover and thrive in the face of adversity is influenced by the support derived from one's interpersonal relationships. This study examines the link between personal resilience and the presence of social support, exploring how connections within one's social world may contribute to the ability to bounce back after difficulties. This study is aimed to study the relationship between resilience and social support among government job aspirants. The study was conducted on a sample of 30 government job aspirants from various geographical locations of India. Standardized measures were administered to the participants. Results showed that there was no relationship found between resilience and social support at any degree of significance. The study has important implications and suggests the need to implement strategies to work on improving resilience level and also social support can be studied from more dimensions to understand if it could influence resilience.

Keywords: *Resilience, Social Support, Aspirants*

1. Introduction

1.1 Resilience

Resilience is commonly defined as the capacity of a human to recover quickly from difficulties or setbacks, or the ability to bounce back in the face of adversity. It refers to the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress,

such as family and relationship problems, serious health problems, or workplace and financial stressors (American Psychological Association, n.d.))

1.2 Steps to improve resilience

- a) Strengthening Connections by building strong and healthy relationships that are not based on just neediness or greed and are genuinely supportive during the downfall or adversity
- b) Starting your day with aspirations and achievable tasks in the to-do list for the day.
- c) Maintaining a journal of all the battles one fought and conquered, no matter how big or tiny they have been, to read them on those adverse days you feel nothing is going well.
- d) Making a CTA (Call to Action) protocol logbook for adversities and what actions to take in worst case scenarios, so that the time is not wasted in end moment planning during tough times.
- e) Learning from the mistakes of the past and the impact of repeated patterns of actions that lead to misery or tough times and to learn how to avoid them in future.
- f) Taking actions despite the variables or fear of consequences.
- g) Systematically and slowly making the self-used to the situation by exposure to self-created tough situations as a mechanism of exposure.
- h) Giving the self-unconditional positive regards in order to accept what has happened and to work on improving what is still left to work on after acceptance.

1.3 Social Support

Social Support is commonly defined as the emotional, informational, and practical assistance provided by a network of individuals, such as members of family, friends, colleagues, and other community members. It plays a crucial role in helping individuals cope with stress, manage adversity, and improve mental and physical health.

Social support is one of the key elements in making a cluster of people living around feel that they are heard, cared for and valued by the people around them. The basis on which a society is bound and based on is the support one perceives from the people around else there would be no society and the culture could vanish because of the lost ethics and values when an individual would feel that there is no binding force that is connecting them with other individuals, so social support is one vital element that keep the homeostasis or balance in place for a society to propagate, thus helping an individual to flourish with perceived support and care from the society.

Social Defense Systems by Lyth (1959) is a defense system an individual develops in response to the perceived threat to their social identity, this experiment has been done on schoolteachers in 1959, the need for this defense is rooted in the emotions experienced by the individuals which is difficult to articulate, find solutions to or cope with. This developed system with external pressure on efficiency, prohibits the workers from performing their main tasks by being resistant to change.

4 types of social support as per Cohen & Hoberman (1983) in Interpersonal Support Evaluation List (ISEL)

1. *Tangible Support*: it refers to the practical or materialistic support provided to the individual by others: that addresses their urgent demands or immediate needs.
2. *Self-Esteem Support*: it refers to the support given as encouragement to the overall perceived worth or value of an individual from the external world.
3. *Appraisal Support*: it refers to the received information, advice, needed guidance or validating the feelings of an individual by the peers or external elements.
4. *Belonging Support*: it refers to the sense of connection and acceptance an individual feels within a social group or society that makes them feel they are included, heard and understood as a part of the society.

Government Job Aspirants are the individuals who are competing to get employed by either any State Government Machinery or Central Government ruled departments despite the heavy competition and limited seats or opportunities present in an over-populated country like India, often competing till the end of their respective age limits as per the Government policies, with often limited opportunities, inadequate resources and limited social support.

1.4 Purpose

The purpose is to study resilience and social support among young government job aspirants.

1.5 Hypothesis

There will be significant relation between resilience and social support among young government job aspirants.

2. Methodology

2.1 Sample

This study sampled 30 participants (15 males and 15 females) aged between 20-30 years. The sampling method was purposive (snowball technique) and all the participants were students preparing or aspiring for government jobs from different states in India. The sampling method was strictly online only, executed and collected via Google Forms.

2.2 Measures

Brief Resilience Scale (BRS)

This scale is developed by Smith., et al. (2008). It consists of 6 items in which item number 1,3 and 5 are forward scored while item number 2,4 and 6 are reverse scored. Scoring is done on a Likert Scale of (1-5) in which 1- Strongly Disagree and 5- Strongly Agree. This scale ranges from 1 to 5 and the method for getting a total resilience score is to add all the item scores and then divide the total by 6.

Interpersonal Support Evaluation List (ISEL)

This scale is developed by Cohen and Hoberman (1983). It consists of 40 items in which item number 3, 6, 9, 10, 11, 13, 14, 15, 17, 24, 25, 27, 28, 29, 30, 34, 35, 36, 39, and 40 are reverse scored. Items 1, 6, 11, 17, 19, 22, 26, 30, 36, and 38 make up the Appraisal Support Subscale Items 2, 9, 14, 16, 18, 23, 29, 33, 35, and 39 make up the Tangible Support Subscale

Items 3, 4, 8, 13, 20, 24, 28, 32, 37, and 40 make up the Self-Esteem Support Subscale

Items 5, 7, 10, 12, 15, 21, 25, 27, 31, and 34 make up the Belonging Support Subscale.

All scores are kept continuous. Scoring is done on a Likert Scale of (0-3) in which 0- Definitely False and 3- Definitely True.

2.3 Procedure

The study commenced with the review of literature (ROL) of the selected variables that were included in this study are Resilience and Social Support. The Hypothesis was formed with respect to the expected outcomes. The purpose of the research study was briefed to the participants. Data was collected after providing instructions to the participants, and before starting the questionnaire the participants were asked to give consent to take part in this research study. Demographic statistics such as name, age (in years), gender, number of attempts for government jobs they have been unsuccessful till now, since how many years they have been preparing, do they belong to the economically weaker section, what do they truly want out of life, their

inspiration for choosing this career and do they feel if they have enough resources were added to this study, all the participants were thanked for their participation and valuable time, followed by the evaluation of collected raw data via standardised tools and further interpretation of results..

3. Analysis of data

Table 1: *N, Mean, Standard deviation*

Variables	Social Support	Resilience
N	30	30
Mean	62.2	3.19
Standard Deviation	18	0.610

Table 2: *Correlation between Resilience and Social Support*

	Tangible Support	Belonging Support	Self-Esteem Support	Appraisal Support	Resilience
Tangible Support	-				
Belonging Support	0.732***	-			
Self-Esteem Support	0.569**	0.653***	-		
Appraisal Support	0.385*	0.357*	0.191	-	
Resilience	0.116	-0.025	0.238	0.053	-

4. Discussion of Results

Our findings indicate that there is no significant relationship between Resilience and Social Support at any degree of freedom. This can be interpreted as Resilience is not related to Social Support, directly.

Resilience is an individual power to bounce back in the face of adversities but the development and presence of resilience is not dependent on or related to either appraisal support which means informational help or emotional help in understanding or coping with a situation, resilience is also not dependent or related to self-esteem support which can be understood as the social support as a key element in fostering and increasing self-esteem of an individual by external help of course, resilience as a variable is neither dependent on or related to tangible support which refers to the practical, concrete or practical help people provide to others, like financial help,

materialistic help, services in need, or direct help with tasks and responsibilities, resilience is also not dependent or related to belonging support (being the fourth and last subscale of interpersonal support evaluation list ISEL), which means a mixture of acceptance, inclusion, and connection within society, which fulfills a fundamental human need to feel secure, supported, and valued as an individual.

On the other hand, the subscales of Social Support highlight relationships as Tangible Support is correlated to Belonging support ($r=0.732$, $p<0.1$), with Self-Esteem Support at ($r=0.569$, $p<0.1$), and with Appraisal Support at ($r=0.385$, $p<0.5$) levels of significance. Belonging Support is correlated to Self-Esteem Support at ($r=0.563$, $p<0.1$) and with Appraisal Support at ($r=0.375$, $p<0.5$) levels of significance.

A study by Masten (2014) articulated resilience as an “ordinary magic,” giving value to intrinsic adaptive capacities of a human, for example cognitive flexibility, emotion regulation, and personal factors, which could operate independently of perceived social support.

A study by Bonano (2004) brought light to the heterogeneity in resilience trajectories followed by adversity, highlighting that individuals demonstrate resilience despite limited social support due to personality traits or coping mechanisms.

Another study by Windle et al. (2011) highlighted the impact of social support on resilience depends and varies on the type of stressors one is facing and the geographical population that is studied. A study by Rutter (2006) emphasized that resilience is not only and exclusively derived from or dependent on social support but also from an individual's personal coping mechanisms and genetic predispositions.

5. Conclusion

It was expected that resilience will have significant relationship with social support. Hypothesis rejected, this can be interpreted as resilience is not directly related to Social Support at any degree of significance as per this study.

This research study was aimed to understand the relationship between Resilience and Social Support among Government job aspirants aged 20-30 years, the sample was purposive (snowball technique) and was collected in online mode via Google Forms, the sample size was $N=30$. The research findings showed that Resilience and Social Support are not related, directly. So, it can be concluded that Resilience as a variable is not directly dependent on external support

systems, rather it is an internal mechanism that works to bring a human back on his/her feet in the face adversities, and it is a powerful mechanism that has been an integral part of human strength and flourishing. Resilience is an ongoing process as stated by Seligman & Csikszentmihalyi, (2000) “not merely as the ability to withstand adversity but as an active process of positive adaptation and growth in the face of challenges” Ryff & Singer (2003) highlights that resilience involves more than the absence of Psychotherapy, it involves positive functioning and well-being, promoting flourishing despite adversity. Thus, we have a message for our aspirants to flourish despite the adversities or limited social support.

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