CHAPTER-II

REVIEW OF RELATED LITERATURE
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The development of sports and the growth of interest in sports competition is one of the special features of our society. A constant desire of man is to expand the boundaries of his performing abilities. All those interested in the development of sports are not only analyzing the behavioural and cognitive aspects of personality but the psychological profile is also being used for identification, placement, selection and preparation of an athlete for competition. In this chapter some critical and analytical studies have been quoted, which would serve as a base for research in the subject. Though the investigator aimed at a comprehensive and thorough survey of the related literature. Yet it is quite possible that some studies may have escaped his attention. The present review is based upon the available literature in respect of the variables under investigation and is, therefore, confined to the studies to which the investigator could lay his hand upon. This chapter is subdivided into three parts.

(a) Competitive anxiety

(b) Ego-strength

(c) General well being

(a) COMPETITIVE ANXIETY

The importance of anxiety as a powerful influence on the behaviour of contemporary man is an issue inspiring both rhetoric and investigation among scholars from discipline as diverse as theology and psychology. Spielberger (1966) has pointed out, anxiety is a central explanatory
concept in almost all contemporary theories of personality, and is regarded as principal causative agents for a number of behaviours, both adaptive and maladaptive.

Bahrke, Michael Steveen (1977), compared the influence of acute physical activity and “non-cultic” mediation versus a control treatment on state anxiety. Seventy-five adult male volunteers served as subject with 25 subjects randomly assigned to each group. Physical activity was performed at 70 percent of Vo 2 Max for 20 minutes by Subjects in the exercise group. Subjects assigned to mediation group practiced Benson’s Relaxation Response for 20 minutes and the subjects in the control group simply rested quietly in a reclining chair for 20 minutes. State anxiety was measured by means of the spielberger STAI, and it was assessed – (1) Prior to (2) immediately following, (3) ten minutes following each treatment. Oxygen consumption, heart rate, skin temperature and blood pressure were also measured as confirmatory variables under selected conditions. The data were analyzed by means of a two-ways repeated measures ANOVA and this analysis revealed that a significant reduction in anxiety occurred for each treatment. This held for both those subjects falling within the normal range for state anxiety, as well as those subjects regarded as high anxious. It was also noted that none of psychological variables differed significantly following the central and mediation treatment. The present evidence suggests that acute physical activity, no cultic mediation, and a quite rest session are equally effective in state anxiety.

Martin (1978) investigated several facets of anxiety and motor performance, as they relate to sports competition itself. Specifically, he was looking at a comparison of the effect of trait anxiety levels on the performance of a complete motor response time task in the competitive and non-competitive situation. He also looked at the function that the pre-
stimulus delay had on performance and the additional effects of the past successful athletic experience as they related to performance. Male volunteer (N=72) undergraduate student in professional and general program physical education classes served as subjects. Subjects were randomly selected from the upper and lower 20 percent scores on the Martins Sport Competition Anxiety Test (SCAT) (N= Approx. 2000). Sincere efforts were taken to ensure confidentiality of all performance of those involved. Statistical results on the investigation showed that the athletic experience, pre-stimulus delay period, competition, and trait anxiety had an effect upon the performance of a complex motor response time task such as the one employed in this investigation.

Martens, Rivkin and Burton (1980) conducted a follow-up investigation testing coaches and athletes' ability to predict each other's A-state before competition. Fifteen high school interscholastic girls volleyball teams (N=105) completed Marten's (1977) Sport Competitive Anxiety test (SCAT) at practice sessions. Then using the Adapted Version of Spielberger's State Anxiety Scale, each coach (N=16) estimated the pre-game anxiety level of their coaches. The competitive state anxiety inventory (CSAI : Martens, Burton, Vealey, Bump, and Smith, 1983) was then taken by the players and coaches within 10 minutes of a regular season game. The overall correlation between coaches' ratings and actual athlete A-States was again very low (r = 10). Individual correlations between coaches' predictions and athletic CSAI scores ranges from -.60 to +.55. As expected, SCAT was an excellent predictor of both coach and players A-States. Somewhat surprisingly through, the athletes were quite good at predicting their coaches' A-States (r =+.51).

Richard H. Cox (1986), conducted a study. The purpose of his study was to determine the relationship between skill performance in
volley-ball and competitive state anxiety (CAS) of female athletes (N=24). Each athlete’s CSA was measured prior to each 15 point game using the CSAI. Volleyball performance was measured throughout the tournament as a function of service reception, serving and spike performance data was analyzed using linear and curvilinear regression procedures. Significant linear relationships were observed between spiking performance and CSA. These relationships were linear in nature and suggest that spiking performance decreases as CSA increases.

Bowyer, Carry Ronald (1988): found that the anxiety and the relationship to athletic performance has been a topic of considerable interest to coaches and athletes in many sports. With a large number of American Youth involved in competitive sports programs, it is important for researchers to study anxiety levels among ages, genders and skill levels at practice and pre-competition. The study included 137 athletes. Each subject completed the Spielberger State Trait Anxiety Inventor A-state twice; once just prior to the state age group swimming championships. The statistical procedure used was 3x2x2 repeated measure analysis of variance. Mean comparisons were made use the Newman Keuls Multiple Range Test which indicated that the 15-18 age group had significantly higher state anxiety than males and significantly higher state anxiety was found at the pre-competition situations than at the practice situations.

Burton (1988) examined relationship among components of the Competitive State Anxiety Inventory –2 (cognitive worry somatic anxiety and self-confidence) to each other, to physiological measures and to performance prior to during and after bicycle competition. Undergraduate male students (n=24) participated in three counter balanced conditions – (a) non-competition, (b) success, and (c) failure participants completed the CSAI –2 at pre-mind and post competition in each condition and
frontalis muscle activity was recorded at those times. Results revealed that the cognitive and somatic components of state anxiety are moderately related to one another and change differently over-time intra-individual regression analysis conducted to test relationships between anxiety and performance revealed no linear or curvilinear relationship between any of the CASI-2 components and performance. The frontalis IEMG/performance relationship was best explained by a linear trend. The findings support the prediction that competitive state anxiety is a multidimensional construct with related components that are influenced differently by competitive conditions and task demands.

Although sports psychologists have devoted considerable attention to anxiety responses in reaction to threatening situations, such as sport competition, numerous questions remain concerning the dynamics of competitive anxiety and its relationship to performance. This lack of understanding may be due in part to failure to employ multidimensional and sport specific measures of anxiety.

Singh A. (1988) investigated the sport competitive anxiety level of 118 top level Indian track and field players (76 male and 42 female) and 71 hockey players (45 male and 26 female) attending national camps in the age range of 18-36 (males) and 16-26 years (females) and administered to them the Sport Competition Anxiety Test by Martens (SCAT). It was concluded that the male athletes and players have less competitive anxiety as compared to females. Athletes, both male and female differ significantly in competition anxiety with hockey players. Sports competition anxiety is not related to positional play in hockey.

Seventy three handball players (36 male and 37 females) of varsity level were administered Marten’s SCAT for adults by Singh and Brar (1988). It was concluded that elite inter-varsity handball players – both
men and women have moderate level of competitive anxiety through overall level is moderate in both cases.

Mann et al. (1988) studied a sample of 44 players (football 16, basketball 14, volleyball 14) and administered Hamm’s scale of competitive Anxiety to them. It was concluded that no significant differences existing the level of competitive anxiety among football, basketball and volleyball teams. Football team varied significantly from other teams, depicting higher level of competitive anxiety on anger mode of response.

Kumari and Kamlesh (1990) investigated the level of state and trait anxiety of track and field male athletes (N=21) and boxers (N =21) by administering to them the State and Trait Anxiety Inventory (Self Evaluation Questionnaire) by Spielberger et al., Both the track and field athletes and boxes exhibited a higher level of state as well as trait anxiety. Boxers were found to be significantly higher in state anxiety and track and field athletes were higher in trait anxiety.

Harry Prapavess, J. Robert Grover, Peter J Mc Nair and Nigel T. Cable (1992) conducted a study on self regulation training, state anxiety and sport performance with a single subject, twenty year old male state level small-bore rifle shooter. Utilized a single subject, A-B, multidimensional and multi-method design to examine the impact of intervention. Programme on state anxiety and performance in an elite rifle shooter. Results revealed that cognitive anxiety, somatic anxiety, gun vibration and urinary catecholamine decreased where as self confidence and performance increased from baseline to treatment.

Yang (1995) investigated the relationship among self-confidence, self-efficacy, Competitive Anxiety and sports performance. 140 males and 72 females athletes from different sports eg. Gymnastics and diving
etc. were taken. Modified form of the CSAI – 2 (The competitive state anxiety inventory –2) and SSCI (The state sport confidence Inventory) were used and found that low Competitive Anxiety and self confidence was associated with subjects recall of successful past competition, while high Competitive Anxiety and low self-confidence was associated with subjects recall of unsuccessful competition.

Mcewan, Stephanie A. (1995) studied the relationship between Competitive Anxiety and age with a women Tennis Players of varying Age distribution. This study examined the relationship between Competitive Anxiety and age in three different groups of women tennis players to 89, to determine whether Competitive Anxiety was related to age. In group (1) 34 world – class tennis players (2) 220 adult and senior competitors (3) 141 National Collegiate Athletic Association Collegiate Competitors. Each subject completed a demographic questionnaire, the sport competition anxiety test for adults (SCAT-A) and the competitive state anxiety inventory – 2 (CSAI –2) three main conclusion were drawn:

(a) competitive trait anxiety gradually declined as the competitor aged (2) cognitive state anxiety gradually declined as the competitor aged. (3) Somatic state anxiety gradually declined as the competitor aged.

Ingurgio, Victor John (1999) studied the effect of state anxiety upon a motion task. In this study, participants (N = 60) played a dark throwing game. State anxiety was manipulated by changing the distances that the participants threw from. Distances rang from five feet to 15 feet, at one foot intervals. All participants threw from each of the distances. In addition, one – half of the participants proceeded in order from the close distance (five feet) to the farthest distance (15 feet) and vice versa. Further, the participant were categorized into high or low cognitive state anxiety levels. Therefore, this was a 2 x 2 (cognitive state anxiety x order [far to close or close to far] x score) repeated measure
design. Results indicated that participants with low cognitive state anxiety had changes performance which were gradual. While participants with higher cognitive state anxiety, changes in performance which were more catastrophic in nature. These results confirm the cognitive state anxiety is an important factor when evaluating one's performance, especially for a motor task.

Walker, Eddie Gene (2000) studied effects of strategy and fatigue on golf performance and Competitive Anxiety in Ameteur Golfers. The experimenter in this study examined how the use of a conservative strategy can improve a golfer’s performance and whether the effect of the strategy are mediated by fatigue. Prior research shows how individual golfers’ performance were improved when they were given the opportunity to hit a second tee shot using a conservative strategy for playing a hole. One of the models present that could explain how performance was improved in previous research is catastrophe theory. Catastrophe theory states that performance is a function of physiological arousal and cognitive anxiety. By using the CSAI-2, the researcher obtained measures of cognitive anxiety state somatic anxiety state and state self-confidence. Participants were 40 golfers recruited from two local golf courses to examine the effects of using a plan for playing a hole in the most conservative way versus playing the same hole with no plan. Scores on the 9th or 18th hole were studied. The design of the study was a 2 (strategy) x 2 (hole) between subjects with participant handicap as a covariate. Strategy improved performance on the hole as well as enhancing self-confidence. The results may be explained in that the strategy facilitated imagery and self-confidence because the athlete had visually imagined already successfully completing the task. Further research in this area could help explain how a strategy can enhance performance.
(b) EGO-STRENGTH

Northway and Wigdor (1974) found that children belonging to high socio-metric status groups have greater sensitivity in sensing the feeling of others and have a conscious staring for the approval of others thus having higher Ego-Strength. Kundu and Maiti (1980) conducted a study on sixty boys in the age range of 9-11 years to evaluate their Ego-Strength and to determine its relationship with the respective socio-metric status. The findings indicated that the Ego-Strength of a child has an effect on his social acceptance. Highest and lowest Ego-Strength of a child has an effect on his social acceptance. Highest and lowest Ego-Strength scores were found in the popular and isolated groups respectively.

Davis et al. (1983) examine directly the relationship between scores on Barron's Ego-Strength scale and death anxiety for each sex and confirmed strong negative correlation for both men and women. Also they noted significant differences between men and women on each individual scale with men scoring higher than women on the Ego-Strength measure and lower on death anxiety.

Aggarwal and Pandey (1985) attempted to describe the sex differences in respect of affectional deprivation of tribal students. Population of the present study constituted the school going children of both sex of VI and IX class belonging to Ashram schools of up located at Rohit Khand in Lucknow region, having 40 students, 20 each from male and female group. The results indicated that male children have impulsive behaviour better ego-organization among others characteristics as compared to female children.

Sally A White and J.L. Duda (1994) studied the relationship of gender, level of sport involvement and participation motivation to task
and ego orientation. The task and ego orientation in sports questionnaire (TEOSQ) was developed to assess dispositional differences in goal perspective in sports contexts. The purpose of this study was to provide further support for the TEOSQ’s reliability and validity by (1) assessing the internal reliability of the two TEOSQ subscales across groups which varied in age and competitive involvement, 2) determining whether TEOSQ scores varied as a function of gender and level of sports involvement, and 3) examining the relationship between goal orientation and reasons for participating in sport. 232 male and female youth (YS), high school (HS), inter collegiate (IC), and recreational sport (RS) participants responded to the TEOSQ with the latter, three groups also completing the participation motivation questionnaire. The task (Coeff. alpha = .77 - .87) and ego (Coeff alpha = .77 = .91) orientation subscales demonstrated acceptable internal consistency across groups. The highest competitive level group (i.e. IS athletes) was significantly more ego-oriented than YS, HS or RS athletes. Males were higher in ego orientation than females.

Michael Boyd and John Callaghan (1994) studied task and ego goal perspectives in organized youth sport. The purpose of this study was to underscore the salience of task and ego achievement goals in children’s sport, replicating research with older athletes. The task and ego orientation in sports questionnaire (TEOSQ Duda, 1989) as well as rating of demonstrated ability, effort and performance satisfaction were distributed to little league base ball players (N=88) ten to twelve years of age factor analysis of the instrument revealed a stable factor structure which was internally reliable. Results also indicated that where as a task perspective was related to effort exerted during competition, an ego perspective was found to be associated to demonstrated ability.
Edgar E. Thill and Philippe Brunel (1995) conducted a study, ego-involvement and task involvement: Related conceptions of Ability, Effort, and Learning strategies among soccer players. Two experiments were realized in sport setting to study the conceptions of competence and effort according to the goal's perspectives. Their purpose was to verify that the conception presented by professional soccer players or variety soccer players are dependent of their ego versus task involvement conditions (first study) or their motivational ego versus task orientation (second study) since a strong interaction was obtained between motivational goals and competence feedback on related effort ascriptions. The predictions received empirical support. Furthermore because previous research in academic setting also indicated that individual differences in goal orientation are positively related to the kind of information strategies use, a second set of predictions concerned the determinants of learning strategies in sport context (i.e. soccer shooting). The results tend to confirm previous findings showing that in comparison to ego-orientation subjects tend to use more deep processing strategies irrespective of the kind of feedback provided. These results were interpreted with effort required by allocating mental resources to social comparisons or task components, effort which amount is specified by the goal and feedback loop.

White and Zellner (1996), examined the link between an individual's personal goals, wider views about how sports operates, and trait anxiety level prior to or during competition. The investigation also determined the relation of gender and sports group to goal orientations belief about the causes of success in sports, and multidimensional trait anxiety among sports participants. The sample consisted of two hundred and fifty one male and female high school, intercollegiate and college age recreational sports participants who completed the task and ego orientation in sports questionnaire (TROSQ : Duda & Nicholls), the
twenty one item beliefs about the causes of sports success questionnaire (BACSSA: Duda and Nicholls) and the twenty one item sports anxiety scale (SAS: Smith, Small and Schultz). Canonical correlated analysis revealed that sports participants higher in ego-orientation than task-orientation were more likely to experience concentration disruption prior to or during performance and believed that taking an illegal advantage, such as blood doping would lead to success in sports. In general, women were more task oriented than men, and reported worrying and being somatically anxious prior to or during competition. Overall, high school athletes were more ego oriented than intercollegiate athletes. College-age recreational males were more apt than intercollegiate males and high school female efforts as the way to success in sports. Further, high school male athletes were more apt than intercollegiate male and all the females athletic groups.

Newton (1996) conducted theoretically based research to examine the motivational patterns of older adults involved in physical activity. Specially, the relationship between goal orientations and purpose of sports and beliefs about the causes of success were examined in older athletes. All seniors participating in as organized Senior Olympic Competition in a large metropolitan city were mailed a multi questionnaire to assess the variables of interest. A sub-sample of one hundred and thirty six senior Olympians (54 males and 82 females); Mean age – 64.5 years returned the survey packets, representing an acceptable return rate of 42%. Principle component analysis revealed two goal perspectives, three benefits about the causes of success, and ten purposes of sports revealed that task orientation was positively correlated with an active physical lifestyle, good citizenship and competitiveness. Ego-orientation was positively related to winning social status, and competitiveness. In terms of work / effort ego – orientation was positively related to external and ability focused beliefs. Multivariate
results were discussed in terms of fostering motivation in order sports participants.

Cathy, Kavussansu, and White (1996) examined the relationship between dispositional goal orientation and the perceived purpose of sports. Participants included five hundred and eighty female volleyball players whose age ranged from twelve to fifteen years (M=14.74). The task one ego-orientation in sports questionnaire (TEOSQ) Duta and Nichall's was used to assess goal orientation, and a modified version of the purpose of sports questionnaire (PPSQ-2, White, Morgan and Guest) was employed to measure individual's perceptions of the purpose of sports. The PPSQ-2 consist of five subscales and measured views about the purpose of sports including; popularity among peers, enhanced status, mastery and cooperation, superiority and deception and healthy life style.; Both TEOSQ's and PPSQ-2's subscales demonstrated adequate reliability (alphas ranged from 0.66 to 0.92). Canonical correlation analysis revealed that high levels of ego-orientation were positively related to the view that the purpose of sports were to provide opportunities for popularity among peers to enhances status and to teach superiority and deceptive tactics. However, high levels of task orientation were to teach mastery and cooperation, and develop healthy life style behaviours. Also, task – orientation was to teach superiority and deceptive tactics. The results of this investigation were closely aligned to past studies on goal orientation and the perceived purpose of sports.

Kahan, (1998) conducted a study conformity and dietary disinherition. An examination of externality and Ego-strength in restrained eaters two hypothesis was conducted: (a) that restrained eaters would confirm more than would unrestrained eaters in an Asch-type situation, and (b) that restrained eaters who chose between conformity and independence in the Asch type situation would eat more in a subsequent
taste rating task than would restrained eaters who did not exercise this choice. Greater conformity was expected in restrained eaters than in unstrained eaters due to lower self-esteem and greater stimulus binding in the former group. Contrary to this expectation analysis revealed no significant differences between restrained and unrestrained subjects in degree of conformity. The depletion of Ego-Strength resulting from the choice between conformity and independence was expected to undermine restrained eater’s diets. Consistent with this hypothesis, restrained eaters who exercised this choice ate significantly more than did restrained eaters who did not.

Zilbach, (2000) studied hope and ego-identity in adolescence to elucidate the impact of hope on adolescent development the relationships of specific dimensions of hope and ego identity were considered within the context of 2 mediating variables temporal perspective and Ego-Strength. Forty first year college student (9 men, 31 women) living in campus were interviewed and responded to questionnaires, participants. Hope scores and participants Ego-Strength scores were positively related. The findings also suggest a positive relationship between participants. Hope scores and their grade point average. It is interesting to note that the most powerful predictor of grade point average was the participants hope scores. The results suggest that a state of high hope is related to Ego-Strength.

De Leonardo (2000) studied an investigation of identity development, Ego-Strength and dyadic adjustment of lesbian women. He took seventy seven self identified lesbian women currently in a romantic same sex relationship completed the stage Allocation measure the Bell Object Relations Reality Testing Inventory and the dyadic Adjustment scale was used. Respectively these measures ascertained each respondents stage of lesbian identity development level of Ego-Strength.
and level of dyadic adjustment statistical analysis of these three factors revealed that there is no support for the prevalent assumption in the psychological literature that women at higher stages of lesbian identity development demonstrate better psychological health or participate in more well adjusted romantic relationship regression analysis demonstrated that Ego-Strength and the ego of first identifying self as lesbian uniquely predicted a significant amount of the variance in the dyadic adjustment scores in this study.

Arenella, (2000) derived hypothesis from psychodynamic theory prompted an empirical investigation of body image concern and precious maturity in sexually and physically abused girls six comprehensive system the Barrier and penetration scoring system and false self index were used to compare the Rorschact records of 38 sexually abused, 14 physically abused and 28 non abused girls with total number of Rorschach responses and Full scale IQ used as covariates there was a trend towards tower Barrier scores for both abuse groups, suggesting that trauma had damaged the Ego-Strength of the abused girls.

(c) GENERAL WELL-BEING

Bhogle and Prakash (1985), developed the Psychological Well-Being Questionnaire (PWB) with the help of factor analysis. They identified the following sources of correlation among 70 items taken from sources.

1. Meaningfulness, 2. Somatic Symptoms
3. Self-Esteem, 4. Positive affect
5. Daily activities, 6. Life satisfaction
7. Suicidal idea, 8. Personal control
O. Rosenfeld and G. Tevenbaum (1992) conducted a study, physical fitness in the industrial environment: perceived physical well-being benefits. Five hundred and twenty employees from 2 pharmaceutical factories were divided randomly to 2 groups and were assigned to physical or social activity during 15 min. Prior to lunch time for 7 months. Prior to and following treatment, employees were asked to locate how frequently they experienced 12 health symptoms. The data were subjected to a RM-ANOVA procedure for each symptoms separately using treatment, gender, age, perceived physical effort (PPE) and time (pre-post) as independent variables. The results indicated that when production demands increase, physical activity is beneficial for employees engaged in moderate to hard physical effort during working time in that the number of headache complaints and general health remain constant. Under the same physical conditions, these symptoms worsened through 7 months in employees engaged in social activity. In 10 of 12 symptoms, differences between social and physical treatments were not significant.

Frame, Marsha Wiggins (1993) studied the well-being of relocated and non-relocated male United Methodist Clergy and their spouses. In this study researcher compared to well-being of recently relocated active, male Florida Annual Conference United Methodist clergy and clergy spouses ($n = 124$) with that of non-relocated male United Methodists clergy and clergy spouses ($n = 153$). All subjects were administered The General Well-Being Scale, The Clergy Perceptions of Relocation Index, The Life Experiences Survey, The Family Crisis Oriented Personal Evaluation Scale (F-COPES), and a demographic questionnaire. The results of this study revealed no significant differences in well-being.
between relocates and non-relocators. However, clergy spouses as a group exhibited significantly lower well-being than did clergy. Nevertheless, on the whole, well-being scores were above average when compared to the normative sample. The results of this study further indicated that stressors, perceptions of relocation and coping resources were predictive of well-being in male United Methodist clergy. These findings lend support to the double ABCX model of coping and adaptation. However, results suggested that only stressors were predictive of clergy spouse well-being among participants in this study.

Keidel, Jodi Marie (1993) studied treatment effectiveness for adolescent drug and Alcohol Abusers. This quasi-experimental study explored: (a) treatment effectiveness for chemically dependent adolescents who attend Alcoholics Anonymous compared to those adolescents who attend AA and also received inpatient treatment at some hospital, (b) behavior patterns of adolescents in Alcoholics Anonymous, and (c) reported drinking and drug use after treatment. The results of this study showed that adolescents who received inpatient treatment and attended AA had significantly higher levels of initial usage rates of barbiturates, uppers and downers as well as having a more favourable General Well-Being Scale score than those adolescents who attended AA only. It was evident that some treatment is better than no treatment at all.

Draper, John Mark (1995) studied work and its relationship to well being self confidence and self-evaluation. This study examined the effect of work on people’s well-being, self-confidence, and self-evaluation. The sample (N =40) included 20 obstetrics nurses and 20 oncology nurses from a single hospital. The measures used were a demographic questionnaire, the Adjective Checklist (ACL), the Quality of Life inventory, the Affects Balance Scale, the General Well-being schedule, the Social
Readjustment Rating Scale, and the Multidimensional Scale of Perceived Social Support. It was hypothesized that obstetrics nurses would report greater well-being, greater self-confidence, and more positive self-evaluation than oncology nurses. The hypothesis was confirmed. Obstetrics nurses revealed significantly more well-being, self-confidence, and positive self evaluation than oncology nurses.

Albanese, Tereas Heiselman (1995) studied the impact of work role relationships on nursing assistants job stress well being. This study examines the impact of interpersonal relationships at work on nursing assistants' occupational stress and well-being. The sample consists of 255 nursing assistants employed in fourteen nursing homes, in Summit Country, Ohio. Participating nursing assistants completed a three part questionnaire. The first part contained questions about their interpersonal relations with their supervisors, the residents and the residents visitors. The second part contained scales measuring the nursing assistants' job stress, job satisfaction, depression, and a single item indicator of life satisfaction. The last part of the questionnaire included questions about the nursing assistants' demographics, employment, and personal characteristics. Organizational data were obtained from the nursing assistants' administrators and nursing directors. Each was asked to complete a questionnaire about the nursing home structure, operations, staff and residents. Multiple regression analysis was conducted to examine the impact of organizational structures, interpersonal relations, and job stress on occupational and general well-being. Occupational stress and difficult supervisor relations were found to significantly reduce depression. Occupational stress was found to significantly reduce life satisfaction while satisfaction with one's religious life significantly increase life satisfaction. The findings of this research study provide insights for improving or enhancing the development of positive work role relations.
and thereby reducing nursing assistants' job stress and promoting their well-being.

Sankrusme, Sinee (1996) analysis model of job satisfaction, well-being and job withdrawal using a population of Thai Industrial Managers, the purpose of the study was to explore the relationships among job satisfaction, well-being, and job withdrawal in a population of Thai industrial managers. A patterned causal relationship was hypothesized or job satisfaction, well-being, and job withdrawal such that high job satisfaction would lead to reduced job withdrawal and increased well-being. Additionally, increased well-being should also reduce job withdrawal due to a direct effect of job satisfaction. The method of this study was a random sample survey of 500 Thai industrial managers. Responses from the instrument, which included the Minnesota Satisfaction Questionnaire (MSQ), the General Well-Being Schedule (GWB), the Michigan Organizational Assessment Questionnaire (MOA), and a demographic section were considered via path analysis technique. The three path hypotheses were supported by the data. A negative relationship was found between job satisfaction and job withdrawal, and also between well-being and job withdrawal. As expected a positive relationship between job satisfaction and well-being was found. This indicates that higher levels of job satisfaction lead to higher levels of well-being and these results in lower levels of job withdrawal. Additionally, some interesting findings were found for experience on the job. Broadly speaking, experience is correlated with increased job satisfaction, higher levels of well-being, and lower levels of job withdrawal.

Nguyen, Dao Quynh (1996) studied Chinese students views of mental health and their relation to coping strategies, well-being and acculturation. The research assessed the correlation among Chinese international student's view of mental health, coping behaviour,
subjective well-being, and acculturation level. Data analysis as performed on 104 Chinese international students and 108 Caucasian American students from a Midwest university. The two groups were equivalent in age, class level, and college affiliation.

Four questionnaires were sent to the Chinese international students including the Suinn Lew Asian, Self-Identity Acculturation Scale (SL-ASIA; Suinn, Rickard-Figueroa, Lew, & Vigil, 1987), assessing self-identity acculturation of Asians; a revised Mental Health Beliefs Scale (Nunnally, 1961), assessing subjects' views of mental health; the COPE scale (Carver, Scheier, & Weintraub, 1989), assessing coping strategies; and the General Well-Being Schedule (GWB; Fazio, 1977), assessing subjective well-being. The last three questionnaires were sent to the American students. Analyses of variance and discriminate analysis showed that the two groups were significantly different from each other on the set of mental health beliefs and on the set of coping strategies, but not on well being. More so than American students, Chinese students believed that mental health was maintained by entertaining pleasant thoughts, having social and family guidance and support, exercising will power, and avoiding morbid thoughts, and that mental illness was organically based. Chinese students, more frequently than American students, adopted the strategies of denial and behavioural disengagement. More frequently than Chinese students, American students reportedly coped by relying on alcohol/drugs, relations, and humor.

According to Nishizawa (1996) the term “Psychic well-being” is generally interpreted almost the same meaning as ”happiness” along with one's cognitive appraised of how satisfying his or her life has been and is, also encompassing positive future prospect of life, “hope”. It also connotes integrative character of mental healthiness which is supposed
to be composed of certain set of stable traits of personality, moral belief system as well as stocks of Psycho-behavioural resources connected with one’s main life domains such as home, school or workplace.

The lack of agreement regarding the definitions of well-being and related concepts could be conveniently ignored if there was argument in regard to the items to be included in an operational instrument. Several methodological issues are involved in studying the concept of psychological well-being. The negative aspects of well-being like anxiety, depression etc. can be assessed through rating scales, self reports, projective test as well as some objective test of personality like MMPI, but the more positive aspects of well-being like happiness, seduction, etc. defy measurement, although attributes of positive mental health have been discussed and being applied widely in psychiatry (Maslow 1973).

Nico W. Van Yperen (1998) studied, being a sport parent: Buffering the effect of your Talented Child’s poor performance on his or her subjective well-being. The focus of this longitudinal study was the process that can be explain why poor performance (as assessed by the coach) may lead to less subjective well-being. The participants were 59 young highly skilled male soccer players attending a prestigious soccer school. Inline with previous research, the results suggest that performance was a predictor rather than an outcome variable. As expected, the link between poor performance and psychological health symptoms was mediated by the estimated chance of dismissal. However, a relation between the estimated chance of dismissal and psychological health symptoms was found only for individuals with low scores on perceived availability of parental support (either father’s support or mother’s support) which underlines the crucial role of sports parents in the development of young athletes.
Magaletta and Oliver (1999) differentiated among hope, self-efficacy and well-being. Magaletta and Oliver sought the structure underlying the instruments operationalizing the concepts when the unit of analysis was individual items comprising the instruments. They discuss the origin of the constructs of hope, self-efficacy and optimism. They were of the view that hope includes both will and ways while optimism refers to general expectancy that one will experience good outcome in life. Optimism does not implies the specification of the agency through which the good outcome is realized. Magaletta and Oliver have not explained the construct of well-being belong stating that it is related to the construct of well-being beyond stating that it is related to the constructs of hope, efficacy and optimism. However, the General Well-being Questionnaire used in the study is reported to have the following seven higher order factors: 1. Altitudes relevant to health and well-being; 2. Beliefs – ethical and spiritual and broad values that direct such goals as achievement and community with others; 3. Behaviour; health related; 4. Situations representing environmental forces and process, such as work and social settings; 5. Emotions Subjective aspects of feeling stress; 6. Physical complaints: Symptoms of physiological and immune dysfunctions; 7. Recent events, recent stressors. The maximum likelihood method of factor analysis yielded four factors showing that will, ways, self-efficiency and optimism are related but not identical construct. The hierarchical multiple regression analyses that were done to predict well-being to find unique contribution of the predictors and would enable to differentiate between them. The findings of the study conducted by Magalatta and Oliver (1999) suggest that hope, self-efficacy and well-being might all be though of as cognitive sets that might reflect a positive orientation towards experience and thus contribute to well-being. It is further suggested that the major difference in hope and well-being appears to lie in their temporal orientation, hope refers to future, well-being has always been measured regarding the recent past.
D. Alfermann and O. Stoll (2000) studied effects of physical exercise on self-concept and well-being. In 2 field experiments with middle-aged adults the effects of exercise on self-concept and well-being were investigated. In both experiments participants were randomly assigned to either experimental or control groups. In Experimental one, a total of 24 female and male participants took part in an exercise program for six months. Physical self-concept, self esteem and subjective well-being were assessed before and after the 6 months programme compared with a wait-list control group (13 participants), exercisers improved significantly in physical self-concept and decreased in psychosomatic complaints. In experiment two, 57 female and male adults participated in exercise programs for six months. Placebo attention groups were the control groups. The Placebo attention group members (36) took part either in relaxation or back – training, self-concept and well-being measures were assessed three times before and after the 6 months programme (running or mixed-sports program) and 6 months after the program's completion. The exercise and self esteem model (EXSEM) of Sonstroem. The main effects of time showed that not only exercise but also other kinds of intervention were able to influence the dependent variables. Motor performance tests likewise indicated that participants of all groups improved over time. The results points to the fact that exercise is one but not the only strategy to improvemental health.

Hasan (2000) has raised some of the important issues involved in the construction of well-being.

(a) “Whether well-being is a dispositional trait, a state, or a process”?

(b) “Should we pay attention to cognitive evaluation of life and emotional state but not to the factors which evoke positive emotion
and blocked the possibility of the experience or negative emotions”?

(c) “Should we assume that well-being of a child is the same kind of experience as well-being of a healthy young man and senior citizen”?

Hasan (2000) suggested some of the well known methods and procedures of construct validation.

(1) Groups comparison (2) study of change over occasions. (3) Multitrait multimethod matrix for determining convergent and divergent validity. (4) Use of factor analysis and multiple regression analysis. While the last mentioned method is now frequently used by Indian psychologists to develop instruments, the multitrait – multimethod procedure is still ignored.