Appendix

The Hardiness Test

Scoring Key

Each item has 4 alternatives which are scored 1, 2, 3 and 4 respectively. Then the scores are summed up in the following manner to get scores on the three components – Control, Commitment & Challenge. Sum of the scores on the three components gives a score for total hardiness. To get score on Control, score on item 1 is added to the score on item 7, to get sum ‘a’. Then, score on item 2 is added to score on item 8 to get sub ‘b’. Then sum ‘b’ is subtracted from sum ‘a’ to get score on Control. Similarly, scores for Commitment and Challenge are obtained as shown below.

\[ \begin{align*}
1 & + 7 & a \\
2 & + 8 & b & a-b & = & \text{Control} \\
3 & + 9 & c \\
4 & + 10 & d & c-d & = & \text{Commitment} \\
5 & + 11 & e \\
6 & + 12 & f & e-f & = & \text{Challenge}
\end{align*} \]

Control + Commitment + Challenge = Total Score on Hardiness.

As presence of a –ve sign could interfere with certain statistical analyses, a uniform score of 6 was added to each component for the whole sample.
SET – 1

ANSWER SHEET

1. a b c d
2. a b c d
3. a b c d
4. a b c d
5. a b c d
6. a b c d
7. a b c d
8. a b c d
9. a b c d
10. a b c d
11. a b c d
12. a b c d
13. a b c d
14. a b c d
15. a b c d
16. a b c d
17. a b c d
18. a b c d
19. a b c d
20. a b c d
21. a b c d
22. a b c d
23. a b c d
24. a b c d
25. a b c d
26. a b c d
27. a b c d
28. a b c d
29. a b c d
30. a b c d
31. a b c d
32. a b c d
33. a b c d
34. a b c d
35. a b c d
36. a b c d
37. a b c d
38. a b c d
39. a b c d
40. a b c d
41. a b c d
42. a b c d
SET – 2

ANSWER SHEET

1. a b c d
2. a b c d
3. a b c d
4. a b c d
5. a b c d
6. a b c d
7. a b c d
8. a b c d
9. a b c d
10. a b c d
11. a b c d
12. a b c d