



Human Resource Management

Elixir Human Res. Mgmt. 52A (2012) 11607-11608

Elixir
ISSN: 2229-712X

Resiliency fighting back

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ARTICLE INFO

Article history:

Received: 19 March 2012;

Received in revised form:

19 November 2012;

Accepted: 20 November 2012;

Keywords

Fight,
Survival,
Fittest,
Politics.

ABSTRACT

“Survival of the Fittest” is the best quote applicable for this 21st century. The continuous changes coming up in the technology, politics, culture, demography etc are creating complex situations to the individuals. Thus this 21st century has been termed as ‘Century of Stress’. Resiliency is the most important character needed to make an individual psychologically fit to face any problem and emerge successfully. Family, society and environment which builds the personality of an individual affects the presence of resiliency. Resiliency not only helps people to resolve the problems coming up in their way but will help the individuals to live with a positive approach towards growth and success.

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Introduction

In 1832 Abraham Lincoln was defeated for the state legislature. Then he was elected to it in 1834. In 1838 he was defeated for speaker of the state house. In '40 he was defeated for elector. He ran for Congress in 1843 and guess what - he was defeated. He was elected to Congress in '46 and then lost for re-election in '49. He ran for U. S. Senate in 1855 and - was defeated. In '56 he was defeated for Vice-President. He ran again for the U.S. Senate in 1858 and lost. And in 1860, he was elected President of the United States - one of the best ones United States ever had. That's resilience!

Success earns respect

Success earns confidence

Success earns money

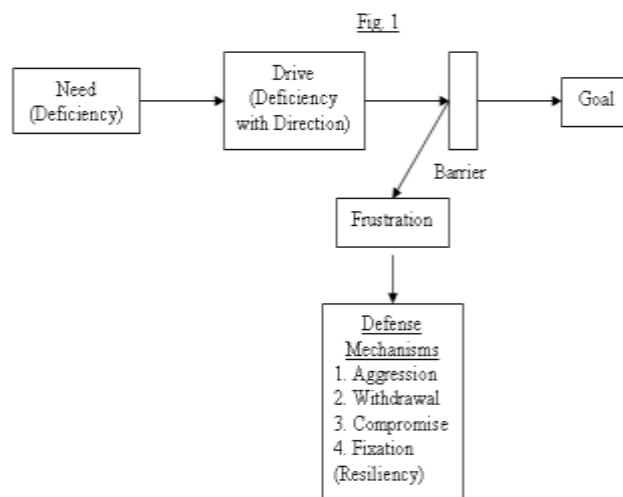
Success earns people

Success earns the whole world.

But success is a successor of struggles

Success and struggles go hand in hand. Resiliency is the ability to fight with all the setbacks and be successful. It is not the feature to be identified only in people who are very successful in this world but in every person. We can see it in parents who fight at every stage of their lives to give best things to their children, in each living being who fight for their food and survival. But the intensity of resiliency reduces as the complexity of the problem grows.

Whenever an individual needs, wants or expectations are not met, immediately he enters into frustration i.e., Intrapersonal conflict (fig 1). The individual exhibits defense mechanisms like withdrawal, aggression, compromise and very few come out with resiliency. Stephen Hawking, the living legend is the best example of resiliency. Thomas Alva Edison invented bulb only after thousand failures. Micheal Jackson has come across many adversities in his life. But nothing was able to stop him from becoming King of POP.



Resiliency is defined as “the capacity to rebound, or bounce back from adversity, conflict, failure or even positive events, progress and increased responsibility”. Adversity refers to any risks associated with negative life conditions that are statistically related to adjustment difficulties, such as poverty. It is a part of Positive Organizational Behavior which studies and applies the positive oriented human resource strengths and psychological capacities that can be measured, developed and effectively managed for performance improvement in today’s work place.

Objectives of the Study:

To study Resiliency as a key for success.

History of Research: Emmy Werner who studied a cohort of children from Kauai, Hawaii was one of the first scientists to use the term in 1970s. She observed that two thirds of the children who grew up with alcoholic or mentally ill parents exhibited destructive behaviour while only one third exhibited resiliency. In Mastens’ study (1989), the children with a schizophrenic parent may not obtain comforting care giving

compared to children with healthy parents, and such situation had an impact on children's development.

Factors which affect the growth of resiliency:

- **Family:** The family in which an individual is born and brought up plays a major role in building the character of an individual. The family environments that are caring and structured, hold high expectations for children behaviour and encourage participation in the life of the individuals and help develop resiliency. Chatrapati Shivaji has become a great leader by the support of his mother.
- **Society:** The societal factors have a greater influence in fostering resilience. The society should have consistent expression of social norms so that community members understand what constitutes desirable behaviour. The society should create an array of resources to meet even basic psychological needs of students and families.
- **Environment:** The situations that an individual encounters decide the future of an individual. The dynamic changes that are coming up in each and every part of our life is making life complex. This complexity is posing challenges to the individual's personal and professional lives. Ghajni Mohammad had been inspired to fight with his enemies again when he saw the continuous efforts of a spider to catch its prey.

Every coin has two sides:

While the presence of resiliency have turned scars into stars, its absence have started ringing bells of alarm for the whole world. The individuals who exhibited the other defense mechanisms like withdrawal and compromise are slowly moving into the depression and are ending their lives. Suicide which was the last resort for most difficult situations in life has now become a common solution for every problem and everyone despite the age levels and complexities of problems. The number of suicides has increased drastically in the recent period. 75,000 people commit suicide every year only in India. Aggression has resulted in the increase in crime rate in the world. The adversities have made the people to fight against people rather than their problems.

The intrapersonal conflict starts when an individual encounters any deficiency. Abraham Maslow has clearly divided the deficiencies or needs of people into five classes as follows:

- **Basic Needs:** The first and the most basic need defined by Maslow is about the physiological requirements of each and every individual that is food, water, shelter, sex, etc.,
- **Safety Needs:** The safety needs are regarding the security for the living like job security etc.,
- **Social Needs:** The relationships that are maintained like friends, relatives, colleagues etc., represent the social needs of the individuals. They represent the belongingness of the individual.
- **Self Esteem Needs:** The esteem needs discuss about the growth of individual like promotions, recognition, power, money, status etc.,
- **Self Actualisation Needs:** These are the highest level of needs. They make highest use of the potential of an individual.

We always try to satisfy our needs one after the other as indicated in the hierarchy. In this path we encounter many obstacles or setbacks. When a setback occurs, we are to identify the reasons for that. The setbacks are due to situational or dispositional attributes.

- **Situational Attributes:** These are the external environmental factors

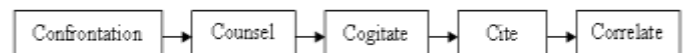
- **Dispositional Attributes:** These are the internal factors like learning, motivation, attitude etc.,

Thus the process of identifying the cause and concentrating to solve it is called resiliency.

Process of Resiliency (Fig 2):

- **Confrontation:** The individual is confronted with a failure or an obstacle in his path.
- **Counsel:** When a problem occurs it is the normal tendency that it creates a domino effect. Rather than just seeing the problem and its repercussions we lose control of what's happening. We start identifying all the other problems and now we don't see our problem but a bundle of problems. Thus self motivation or external motivation has to be given to the individual. He should identify that failures are predecessors of success. This is the most important stage which selects the defense mechanism it should exhibit.
- **Cogitate:** Analyse the situation and identify the reasons for failure. The analysis should be more rational than cognitive.
- **Cite:** After reflecting the situation and identifying the reasons we have to find ways to rectitude it. Cite different alternatives to the problem. Evaluate each of these and identify the best solution.
- **Correlate:** Act upon the cited alternative. Work with new energy but keep reiterating that we should have patience to come out successfully.

Fig. 2



Resiliency is not hereditary but it can be inculcated in the people. The simple techniques to develop resiliency are as follows:

- **Counseling:** Counseling from experts is one of the most important techniques through which resiliency can be improved.
- **Positive Attitude:** We should always develop a positive attitude towards life. This attitude can be generated by having a proper analysis of every situation. Every problem is an opportunity to prove our strengths. For every problem we have many solutions. By proper scrutiny we can identify all the positive and negative aspects of the situation and as the saying goes 'a problem well defined is half solved'.
- **Meditation:** Spending time daily for few minutes to meditate or prayer will give energize our minds.
- **Healthy Diet and Physical Exercise:** Healthy diet and Physical exercise will help the individuals to have a strong body. If you are healthy we can easily cope up with the stress and manage things easily.

Conclusion:

As Paulo Ceolho in "The Alchemist" said "when you want something, all the universe conspires to help you achieve it". We are all born to achieve. How we are born is not in our hands but how we live and die is the result of our decisions. Thus resiliency is the important feature that has to be generated into every individual in these complex days where stress has become a common problem.

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