

Grit as Related to Resilience during COVID-19 among Unemployed in India

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Abstract: Resilience is the process that leads to thriving during adversity. Grit is the passion and perseverance for long-term goals. During COVID-19, people face various threats and unemployment which adversely affect their well-being. The present study explored the relationship between grit and resilience during COVID-19 among the unemployed. The data were collected from 300 participants who were unemployed through various social media platform. Connor-Davidson's resilience short form and short grit scale were used to measure resilience and grit respectively. For the analysis, the Pearson product-moment correlation and stepwise regression were used. The results indicated a significant positive relationship between grit and resilience. The persistent effort dimension of grit was found to have a higher correlation with resilience. Grit and persistent effort were found to be significant predictors of resilience. It is therefore concluded that those higher level of grit, enhances ones capability to deal with stress during the pandemic.

Keywords: Grit, Resilience, COVID-19, Unemployed

1. Introduction

COVID-19 first originated from China not only leads to physical illness but it affect mentally, emotionally and economically as well. A study from India reported that on sample of 1106 respondents one third of the respondents reported psychological distress [1]. In India, around 147 million people got unemployed during COVID-19 apart from those who already seeking for employment.[2] The report of economic times stated that in India around 300 people committed suicide during lockdown wherein, 36 committed because of financial distress and starvation (Economic times, 2020)[3]. Unemployment can lead to poor mental health [4] as people get frustrated, alienated and disappointed. In turn Youngsters who after completing their education motivated to get job, doing hard-work this situation could be frustrating for them as well. Under such circumstances it is important to study factors that enhance the motivation, well-being among people. Grit and Resilience are factors that enhance ones well-being. Grit helps individual to overcome obstacles that stand in the way of successful outcomes. Resilience promotes successful outcome.

Resilience

Resilience is the person's capacity to deal with stress. The longitudinal studies of Masten (1999) [5] and Gramzey(1987)[6] explored that despite experiences the risk factors in same environment some individuals have greater tendency to overcome and thus develop healthy personality, thus resilience involves the interaction of both protective factors and risk factors. Protective factors can be at individual level such as higher self-esteem, family level such as authoritative parenting style or can be at community level such as good medical facilities. Resilient people utilize their protective factors rather than become the target of risk factors such as parental divorce, low-socioeconomic status or parental illness. Those who have higher resilience they can deal with challenges and back to normal, resilience leads to lower depression, anxiety and somatization symptoms during COVID-19 (Ran et al. 2020) [7]. Resilience was

positively associated with job-satisfaction (Rahamwati, 2013) [8] and better academic performance (Deb & Arora, 2012) [9].

Grit

The passion and perseverance for long-terms goals is the core element of grit. Despite even failure gritty people don't give up and maintain effort and interest. Thus their long-term motivation enhances their potential to do hard-work. Studies have shown that grit is related to academic, professional and personal success, (Fernandez-Martin et al. 2020)[10]. Apart from success in life, grit is also negatively related to poor mental health outcomes such as depression, anxiety (Musumari et al. 2018)[11] and positively related with well-being (Vinothkumar & Prasad 2016)[12]. The main concern of gritty individual on motivating themselves to enhance their perseverance and passion not to focus on negative things. The study on foot-ball players found the positive relationship between grit and resilience (Gupta & Sudhesh, 2019)[13] The tendency of grit helps people to be motivated and thereby increase resilience during stress.

Method

The study was carried out during 3rd September 2020 to 8th September 2020. The Google form was created and circulated on different online platforms such facebook, whatsapp, instagram, linkenden. All participants filled the consent form before participating. For the analyses of data SPSS 21 and was apply.

Sample

In this study data was collected from 300 respondents who were unemployed and are searching for job. The data was collected through convenience sample method to contact or reach the respondent. The inclusion criteria of the sample, i) all the participants were Indian ii) all the participants were above 20 years iii) only literates were included in the study.

Measures

Demographics: Name, Age, gender, employment status, level of education

Connor-Davidson Resilience scale short-version:

Connor-Davidson[14] scale of resilience short version with was used to measure resilience. The scale has 10 items ranges from “Not true at all=0 to “true all the time=4”.The score of the participants can range from 0 to 40.The scale has good internal consistency and reliability.

The short Grit scale

This scale of Grit was developed by Duckworth and Quin (2009)[15].The scale has 8-items on the 5 point Likert scale (1 = strongly disagree to 5 = strongly agree).The scale is divided into two constructs consistency of interest which had 4 items (e.g. “I often set a goal but later choose to pursue a different one”) and perseverance with 4 items (e.g. “I am a hard worker”).The scale has .83 internal consistency of all 8 items and .80 for sub-dimension of consistency of interest, .71 for sub-dimension of perseverance of effort. The test-retest reliability coefficient was .69 for whole scale.

2. Results

Table 1 shows the correlation coefficient between grit, interest, passion and resilience. All the correlation coefficients were found to be significant. The correlation coefficient between grit and resilience was .617 .The correlation coefficients between interest and resilience and passion and resilience were found to be .324 and .550 respectively.

Table 1: Correlation between grit and resilience

Variables	Grit	Consistent interest	Persistent effort	Resilience
Grit	1	.710**	.609**	.617**
Consistent interest				.324**
Persistent effort				.550**
Resilience				1

Table 2 indicates the results of step-wise regression, where overall grit and persistent effort were found as significant predictors of resilience. The value of R^2 was .430 this implies that both overall grit and persistent effort accounted 43% of variance. Moreover only grit accounts 38% of variance.

Table 2: Regression analysis predict the impact of grit and its dimensions on Resilience

predictors	β	R^2	p	Effect size
grit	.568	.382	.000	
Persistent effort	.533	.430	.000	

3. Discussion

The main aim of the present research was to explore the relationship between grit and resilience among unemployed people during COVID-19.The results explored positive relationship between grit and resilience. This implies that those who do not give up easily maintain effort can overcome with stress and develop resilience. The findings

are similar with the (Meyer et al. 2020) in which they explored the significant positive relationship between grit and resilience among nursing students. The present examined that persistent effort dimensions of grit show higher correlation compared to interest, the results are consistent with (Meyer et al. 2020) in their study also the persistent effort dimension show higher correlation with resilience among nurses compared to interest. Moreover the study explored that grit and its dimension persistent effort emerged as significant predictor of resilience among unemployed. The tendency of individual to be motivated, hisand passions enhances one’s ability to overcome challenges.

4. Conclusion

The present study examined the importance of grit in the development of resilience during a pandemic situation COVID-19 among unemployed. The research explored that grit is highly correlated with resilience, among unemployed those who scored high on grit also have higher resilience.

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