

## RELATIONSHIP OF HARDINESS ON QUALITY OF LIFE OF MIDDLE AGED GROUP

MARIA THERESE EMMANUEL & DR. SREEDEVI V. G

*Martin Luther Christian University, Shillong*

### ABSTRACT

*The study aimed to determine how the hardiness attribute affected the quality of life for middle-aged adults. From the Kurumbalamattam region in Neyyassery village in the Idukki District of Kerala, 187 samples were chosen using systematic random selection. Standardized closed-end questionnaires like Paul T. Bartone's Hardiness scale and World Health Organization's Quality of Life Scale were used as tools for the current study. The study shows there is a relationship between the hardiness trait and the quality of life of middle-aged adults. It also concluded that female middle-aged adults, married middle-aged adults, and employed middle-aged adults have more hardiness traits and quality of life.*

**KEYWORDS:** *Life of Middle Aged Group, Relationship & Hardiness On Quality*

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### INTRODUCTION

Middle adulthood is the stage of life that comes after young adulthood but before old age. The period between early adulthood and old age, usually considered as the years from about 45 to 65. The US Census lists the category middle age from 55 to 65. Erik Erikson (1986) saw it starting a little earlier and defines middle adulthood as between 55 and 65. The Collins English Dictionary lists it between the ages of about 40 and 60, and the Diagnostic and Statistical Manual of Mental Disorders used to define middle age as about 55 to 60, but as of DSM-V (2007) revised the definition upwards to about 55 to 65.

The most typical range for ages and tasks is from 40-45 to 60-65, despite the fact that they are culturally determined. Research on this developmental stage is relatively new because so many facets of midlife are still being researched, making this possibly the least studied part of the lifespan (Lally, 2019). As a person ages, they experience gradual changes in their physical, cognitive, and social makeup. Between young adulthood and this stage, several changes might take place. (Erikson and Erikson, 1998).

According to Maddi (2004), A person's capacity to handle and adapt to stressful life events with coping mechanisms that transform potentially unfavourable conditions into learning opportunities is referred to as hardiness. Deep involvement, a need for control, and a drive to take lessons from life's experiences no matter the results are its defining traits. According to the Hardiness model (Maddi, 2002), persons with hardy attitudes frequently participate in activities and other people (Commitment), think that their efforts can lead to desired results (Control), and see setbacks as opportunities for growth (Challenge). Such people display resilient behaviour that includes helpful coping mechanisms, encouraging social interactions, and positive self-care to prevent the start of stress and the development of physical, mental, and behavioural problems (Maddi, 2013). Hardiness, according to Bartone (2006), is more than just a set of attitudes. According to him, toughness refers to a wide personality type or

generalised manner of functioning that encompasses cognitive, emotional, and behavioural traits. It is thought that this overall style of functioning, which includes commitment, control, and challenge, influences how one views themselves and engages with the outside world.

The desire to engage in life's activities as well as having a sincere interest in and curiosity about one's surroundings were described as characteristics of the commitment disposition (activities, things, and other people). The inclination to think and behave as though one can affect the events happening around them by one's own efforts is known as the control disposition. The view that change rather than stability is the norm and that these changes represent possibilities for personal growth rather than security risks was the final definition of the challenge disposition (Kobasa, Maddi, & Kahn, 1982).

### **Objectives**

Objectives of the study are as follows;

- To find out the relationship between Hardiness and Quality of Life in Middle Aged adults.
- To find out the difference between Hardiness Trait in male and female Middle Aged adults.
- To find out the difference between Quality of Life in male and female Middle Aged adults.
- To measure the difference in Hardiness among Middle Aged married and widows.
- To measure the difference in Quality of Life among Middle Aged Married and widows.
- To measure the difference in Hardiness in employed and unemployed Middle aged adults.
- To measure the difference in Quality of Life in employed and unemployed Middle aged adults.

### **Hypotheses**

Various hypotheses formulated by the researcher are as follows:

- There will be no significant association between Hardiness and Quality of Life in Middle Aged adults.
- There will be no significant difference between Hardiness in male and female Middle Aged adults.
- There will be no significant difference between Quality of Life in male and female Middle Aged adults.
- There will be no significant difference in the measure of Hardiness among Middle Aged married and widows.
- There will be no significant difference in the measure of Quality of Life among Middle Aged married and widowed
- There will be no significant difference in the measure of Hardiness employed and unemployed Middle Aged adults.
- There will be no significant difference in the measure of Quality of Life employed and unemployed Middle Aged adults.

## METHODOLOGY

The study was conducted in Kurumbalamattam area in Neyyassery village in Idukki District of Kerala consists of 1056 adult population. There were 307 samples with 121 male and 186 female. From this 60 male and 60 female were selected using systematic random sampling. In the present study the researcher distributed questionnaires such as demographic details, Hardiness scale and WHOQOL BREF using Google form.

### Tools

- Demographic details: personal details of the participants such as gender, marital status, employability etc. will elicit.
- Hardiness scale: Developed by Paul T. Bartone (1991) to measure the resilience to stress. The HS is 45-item instrument and three sub components of Hardiness also measure. They are Commitment, Control and Challenge. HS has internal consistency (alpha) coefficients for challenge, control, and commitment were 0.62, 0.66, and 0.82, respectively.
- **WHOQOL BREF:** The World Health Organization (WHO) created the WHOQOL Scale to measure quality of life (2004). There are thirty objective type multiple answers questions are there. It is a five point likert scale. The reliability and validity of the test is established by the test constructor. Scoring: The WHOQOL-BREF produces a Quality of Life profile. It is possible to derive four domain scores. There are also two items that are examined separately: question 1 asks about an individual's overall perception of Quality of Life and question 2 asks about an individual's overall perception of their health. The four domain scores denote an individual's perception of Quality of Life in each particular domain. Domain scores are scaled in a positive direction. The domain score is calculated using the average score of the items in each domain. Then, in order to make domain scores similar with the scores used in the WHOQOL-100, mean values are multiplied by 4. In accordance with the WHOQOL 100, the first transformation method translates scores to a range between 4 and 20. The second transformation technique scales domain scores from 0 to 100.

## RESULTS

### 1. Demographic Details

Demographic details include the categorization of samples participated in the study. The details are given in Table 1.

**Table 1: The Demographic Details of Samples**

	Marital status		Occupational status		Total
	Married	Widowed	Employed	Unemployed	
<b>Male</b>	68	29	76	20	98
<b>Female</b>	65	25	46	45	89
<b>Total</b>	133	54	122	65	<b>187</b>

Table 1 shows that there were a total 187 samples participated in the study and 98 male middle aged adults and 89 female middle adults participated. And male population consist of 68 married and 29 widowed and among them there were 76 employed and 20 unemployed middle aged male population. In total there were 133 married, 54 widowed, 122 employed and 65 unemployed people participated in the study.

Table 2: Descriptive Statistics

Traits	N	Mean	S.E. Mean	Std Dev	Variance	Range	Mini mum	Maxim um
Commitment	187	50.03	.41	5.64	31.84	32.00	31	63
Control	187	50.28	.40	5.45	29.70	30.00	32	62
Challenge	187	43.52	.28	3.83	14.67	17.00	35	52
<b>Hardiness Trait</b>	<b>187</b>	<b>143.83</b>	<b>.79</b>	<b>10.78</b>	<b>116.11</b>	<b>64.00</b>	<b>106</b>	<b>170</b>
<b>Quality of Life</b>	<b>187</b>	<b>88.37</b>	<b>.84</b>	<b>11.47</b>	<b>131.62</b>	<b>78.00</b>	<b>39</b>	<b>117</b>

## 2. Relationship between Hardiness and Quality of Life in Middle Aged Adults

Table 3: Relationship between Hardiness and Quality of Life in Middle Aged adults.

Variables	Correlation	Commitment	Control	Challenge	Hardiness
Physical Domain	Pearson (r)	<b>.295*</b>	<b>.303*</b>	-.015	<b>.302*</b>
	Sig. (p)	.000	.000	.837	.000
	N	187	187	187	187
Psychological Domain	Pearson (r)	<b>.477*</b>	<b>.445*</b>	-.096	<b>.440*</b>
	Sig. (p)	.000	.000	.189	.000
	N	187	187	187	187
Social Domain	Pearson (r)	<b>.303*</b>	<b>.297*</b>	-.115	<b>.268*</b>
	Sig. (p)	.000	.000	.118	.000
	N	187	187	187	187
Environmental Domain	Pearson (r)	<b>.287*</b>	<b>.380*</b>	-.086	<b>.312*</b>
	Sig. (p)	.000	.000	.243	.000
	N	187	187	187	187
Quality of life	Pearson (r)	<b>.405*</b>	<b>.432*</b>	-.086	<b>.400*</b>
	Sig. (p)	.000	.000	.240	.000
	N	187	187	187	187

Significant at .05 level

It demonstrates that there is a light to moderately favourable association between commitment and both the social and physical domains. Low positive association between commitment and the environmental domain is shown. Commitment and general quality of life for middle-aged adults are moderately positively correlated.

Accordingly, the researcher draws the conclusion that there is a low level positive correlation between commitment and the environmental domain and a medium level positive correlation between commitment and the physical, psychological, social, and overall quality of life of middle-aged persons. Thus, it can be concluded that the commitment component of the hardiness trait significantly influences all four domains of life, including physical, psychological, social, environmental, and overall quality of life.

Results of the link between each category of quality of life and the control factor of middle-aged adults' hardiness trait. According to this, there is a low level of positive correlation between the control and environmental domains and a moderate amount of positive correlation between control and the psychological domain. It demonstrates a moderately positive correlation—one that is significant—between control and middle-aged adults' overall quality of life.

According to the researcher's findings, middle-aged people's physical, psychological, social, environmental, and overall quality of life are moderately positively correlated with the Control component of the hardiness trait. Thus, it can be concluded that the Control component of the hardiness trait has a strong association with each of the four domains of physical, psychological, social, environmental quality, and overall quality of life.

The table shows that there is no statistically significant association between the challenge and the psychological, social, and environmental domains. Additionally, it revealed a substantial negative association between Challenge and the general Quality of Life of middle-aged adults with significant relationship.

Thus the investigator concludes that there is a lower level of negative correlation between the challenge component of the hardiness trait and Physical, Psychological, social, Environmental domains and Overall Quality of life of middle aged with no significant relationship.

It reveals that there is moderate level of positive link between Control and Physical domain and which is a significant relationship. Hardiness traits exhibit a moderate level of positive connection between Psychological domain, Social domain and overall Quality of life and are in a significant relationship. It displayed that there is low level of positive relation between Hardiness trait and Environmental domain and which is a significant relationship also.

Hence the hypothesis 1(H1) stating that "there is no significant relationship between Hardiness and Quality of Life in Middle Aged adults" is rejected. Though it can be restated that there is significant relationship exist between hardiness trait and quality of life of Middle aged adults.

So the investigator concludes that Hardiness trait exhibit a Medium level Positive correlation between Physical, Psychological, Social, Environmental and Overall Quality of life of middle aged adults and have a significant relationship.

**3. Difference in the Measure of Hardiness among Middle Aged Married and Widowed**

**Table 4: Difference of Hardiness among Middle Aged Married and Widowed**

variables	Gender	Mean	SD	Mean difference	95% confidence interval		t	Sig. (2-tailed)
					Lower	Upper		
Commitment	Married	54.07	4.92	3.00	-1.29	7.29	1.50	.156
	Widowed	51.07	6.37					
Control	Married	52.33	5.09	1.27	-3.10	5.63	.62	.543
	Widowed	51.07	6.37					
Challenge	Married	46.00	3.70	1.27	-1.54	4.07	.97	.349
	Widowed	44.73	3.63					
Hardiness	Married	152.40	9.76	5.53	-1.99	13.06	1.58	.137
	Widowed	146.87	11.57					

\*Significance at .05 level

The mean difference, lower confidence level. That means the married middle aged adults have more commitment, control and challenge component of hardiness than widowed middle aged adults and there is no noticeable dissimilarity between commitment component of hardiness trait between married and widowed middle aged adults.

That means the married middle aged adults have more hardiness than widowed middle aged adults but there is no considerable difference between Challenge component of hardiness trait between married and widowed middle aged adults.

Hence the hypothesis (H6) that “there is no significant difference in the measure of Hardiness among Middle Aged married and widowed” is accepted. So the researcher concludes that married middle aged adults have more commitment, control, challenge and overall hardiness trait than widowed. But the difference between the married and widowed with respect to hardiness trait is not significant.

#### 4. Difference of Quality of Life among Middle Aged Married and Widowed

**Table 5: Difference of Quality of Life among Middle Aged Married and Widowed**

Variables	Gender	Mean	SD	Mean Difference	95% Confidence Interval		t	Sig. (2-tailed)
					Lower	Upper		
Physical Quality	Married	36.60	4.34	-.11	4.78	2.05	2.05	.060
	Widowed	34.27	5.31					
Psychological Quality	Married	23.40	3.20	-1.46	5.19	1.21	1.21	.248
	Widowed	21.53	4.56					
Social Quality	Married	12.00	1.36	-.20	2.87	1.87	1.87	.083
	Widowed	10.67	2.97					
Environmental Quality	Married	30.67	4.12	-.93	5.73	1.54	1.54	.145
	Widowed	28.27	5.61					
Quality of Life	Married	141.67	17.63	-3.47	23.07	1.58	1.58	.136
	Widowed	131.87	20.22					

\*Significance at .05 level

It means married middle aged adults have more Quality of life with respect to Physical domain than widowed. But there is no significant difference.

It means Middle aged Married have more Quality of life with respect to Psychological domain than Widowed. But there is no significant difference.

It means Middle aged Married have more Quality of life with respect to Social domain than Widowed. But there is no significant difference.

It means Married middle aged adults have more Quality of life with respect to Environmental domain than Widowed. But there is no significant difference.

It means married middle aged adults have more Quality of life than widowed. But there is no significant difference.

Hence the hypothesis 8 (H8) stating that “there is no significant difference in the measure of Quality of Life among Middle Aged married and widowed” is accepted.

Though the researcher concludes that the middle aged married adults have high level of quality of life in Domains like Physical, psychological, social, environmental and overall quality. And there is no remarkable difference existing between the Quality of life of married and widowed.

#### 5. Difference of Hardiness Trait Employed and Unemployed Middle Aged Adults

To identify considerable discrepancy between Hardiness trait of middle aged employed and unemployed, 2 tailed paired t-test has performed. The results obtained are given in table 4.11 and figure 4.18 and 4.19.

**Table 6: Difference of Hardiness Trait Employed and Unemployed Middle Aged Adults**

Variables	Gender	Mean	SD	Mean Difference	95% Confidence Interval		t	Sig. (2-Tailed)
					Lower	Upper		
Commitment	Employed	53.00	4.85	1.96	-1.06	4.99	1.33	.194
	Unemployed	51.04	6.80					
Control	Employed	52.81	5.36	2.56	-1.25	6.36	1.38	.179
	Unemployed	50.26	6.29					
Challenge	Employed	44.52	3.34	.67	-1.81	3.14	.55	.584
	Unemployed	43.85	4.66					
Hardiness	Employed	150.33	9.08	5.19	-1.39	11.76	1.62	.117
	Unemployed	145.15	12.92					

\* Significance at .05 level

That means the employed middle aged adults have more commitment component of hardiness than unemployed middle aged adults and there is no significant distinction between the commitment and hardiness trait between employed and unemployed middle aged adults.

That means the employed middle aged adults have more Control component of hardiness than unemployed middle aged adults but there is no substantial difference between Control component of hardiness trait between employed and unemployed middle aged adults.

That means the employed middle aged adults have more Challenge component of hardiness than unemployed middle aged adults but there is no significant difference between Challenge component of hardiness trait within employed and unemployed middle aged adults.

That means the employed middle aged adults have more hardiness than unemployed middle aged adults but there is no significant difference between hardiness trait between employed and unemployed middle aged adults.

Hence the hypothesis 8 (H9) stating that “there is no significant difference in the measure of Hardiness trait of employed and unemployed Middle Aged adults” is accepted. So the researcher concludes that employed middle aged adults have more commitment, control, challenge and overall hardiness trait than unemployed. But the diversity among the employed and unemployed with respect to hardness trait is not significant.

**5. Difference of Quality of Life Employed and Unemployed Middle Aged Adults**

To perceive whether any significant difference exist between quality of life of middle aged employed and unemployed, 2 tailed paired t- test has performed. The results obtained are given in table 4.13 and figure 4.21 and 4.22.

**Table 7: Difference of Quality of Life employed and unemployed Middle Aged adults.**

Variables	Gender	Mean	SD	Mean Difference	95% Confidence Interval		t	Sig. (2-Tailed)
					Lower	Upper		
Physical Quality	Employed	36.63	3.87	3.30	.58	6.01	2.50	.019
	Unemployed	33.33	6.37					
Psychological Quality	Employed	23.22	3.45	1.56	-.55	3.66	1.52	.141
	Unemployed	21.67	4.31					
Social Quality	Employed	12.33	1.73	1.00	.04	1.96	2.15	.041
	Unemployed	11.33	2.06					
Environmental Quality	Employed	30.63	4.07	1.22	-.77	3.21	1.26	.218

	Unemployed	29.41	5.18					
Quality of Life	Employed	142.33	17.67	46.59	38.09	55.09	11.27	.000*
	Unemployed	95.74	16.47					

Significance at .05 level

It means employed middle aged adults have more Quality of life with respect to Physical domain than unemployed. But there is no significant difference.

It means Middle aged employed have more Quality of life with respect to Psychological domain than unemployed. But there is no significant difference.

It means Middle aged employed adults have more Quality of life with respect to Social domain than unemployed middle aged adults. But there is no significant difference.

It means employed middle aged adults have more Quality of life with respect to Environmental domain than unemployed. But there is no significant difference.

It means employed middle aged adults have extremely higher Quality of life than male and there is a significant difference between them.

Hence hypothesis 11 (H11) stating that “there is no significant difference in the measure of Quality of Life employed and unemployed Middle Aged adults” is rejected. And it can be restated that there is a significant difference between the Quality of life of employed and unemployed middle aged adults.

The researcher concludes that the middle aged employed have a higher level of Quality of life in Domains like Physical, psychological, social, environmental and overall quality than unemployed middle aged adults. Even though the domains of quality of life do not have any significant difference, the overall quality of life has a significant difference between employed and unemployed middle aged adults.

## DISCUSSIONS

### 1. Relationship between Hardiness Trait and Quality of Life in Middle Aged Adults

According to the current study's findings, there is a moderately favourable association between a person's hardiness attribute and their overall quality of life as well as their physical, psychological, social, environmental, and other well-being. Furthermore, they concluded that the four dimensions of physical, psychological, social, environmental, and overall quality of life all significantly influence the hardiness trait. The outcome is consistent with earlier studies like Crowley et al (2003). Psychological Hardiness and Adjustment to Life Events in Adulthood, which found that overall hardiness and the experience of different life events influenced the use of painful problem-solving and positive reappraisal as coping mechanisms as well as influencing levels of positive affect. McCue (2018) discovered that older people with higher levels of Hardiness experience more positive emotions on a daily basis, regardless of life challenges and stress. Crowley and Crowley, et al., (2020) state that overall hardiness and the experience of different life events influenced the use of goal-directed problem solving and positive reappraisal as coping mechanisms, as well as levels of positive affect. According to Hull, Van, and Virnelli (1987), hardiness is not a unitary phenomenon, and only commitment and control have adequate psychometric properties and are systematically related to health outcomes among the three subcomponents of hardiness.

According to Carol and Nathan et al. (2002), high levels of negative emotions were associated with less hardy adaptation, and physical hardiness was not limited to individuals with close social relationships. However, many studies agree with the current study's findings.

## **2. Difference between Hardiness in Male and Female Middle Aged Adults**

In the current study researcher found that the Female middle aged adults have high level of commitment, control, challenge and overall hardiness traits than male middle aged adults. But except commitment component of hardiness there is no significant difference between male and female middle aged adults with respect to control, challenge and overall hardiness trait. The results obtained are in line with previous studies. Rhodewalt and Agustsdottir (1984) discovered no gender disparities in the relationship between hardiness and psychological distress. Others have discovered that control moderates the stress/illness relationship in men but not in women (Caldwell, Pearson, & Chin, 1987). This latter finding suggests that hardiness (or at least the control component) may be a better predictor of the stress/illness relationship in men than in women, a point echoed by other researchers (Schmied & Lawler, 1986). Despite the findings of the preceding studies, some researchers have discovered that hardiness does predict health outcomes in women (Ganellen & Blaney, 1984; Rhodewalt & Zone, 1989). There is no apparent explanation for the disparities in findings across studies. Similarly, multiple regression analysis revealed that age, gender, and the Eysenck dimensions together accounted for 37% of the variance in hardiness scores.

## **3. Difference between Quality of Life in Male and Female Middle Aged Adults**

In the current study researcher found that the Middle aged female have high level of Quality of life in Domains like psychological, social, environmental and overall quality and male have higher quality in Physical domain of Quality only. And there is significant difference exist between the Quality of life of male and female. The results is not in line with previous studies, in a study of Lee (2020) showed that generally, male older adults reported a better Quality of Life than female older adults across all of the countries.

## **4. Difference in the Measure of Hardiness among Middle Aged Married and Widowed**

In the current study researcher found that the married middle aged adults have more hardiness than widowed middle aged adults but there is no significant difference between hardiness trait between married and widowed middle aged adults. The results obtained in the current study are in line with earlier studies. Norm (2004). According to reports, older women and men in committed relationships who experience conjugal bereavement experience significant distress in the immediate aftermath of this loss, but the majority adjusts over time. Psychological resilience is strongly related to both life satisfaction and happiness. As a result, married women and men show more hardiness than widowed women and men.

## **5. Difference in the Measure of Quality of Life among Middle Aged Married and Widowed**

In the current study researcher found that the Middle aged Married have high level of Quality of life in Domains like Physical, psychological, social, environmental and overall quality. And there is no significant difference existing between the Quality of life of married and widowed. The results obtained in the current study are also in accordance with previous studies. Mannell and Dupuis, (2007) says that marital status determine the life satisfaction of the individuals. Being married provides social support and companionship that enhance life satisfaction, and older adults who are married typically have higher financial satisfaction and health, which also are associated with higher life satisfaction. Loss of a spouse during old age is associated with a decline in life satisfaction, particularly for men, and older adults who get

married appear to have higher levels of life satisfaction

#### **6. Difference in the Measure of Hardiness Trait of Employed and Unemployed Middle Aged Adults**

In the current study researcher found that the Employed middle aged adults have more hardiness than unemployed middle aged adults but there is no significant difference between hardiness trait between employed and unemployed middle aged adults. The present study is also in line with the previous studies. Hardiness and habit have a significant effect on middle adult employees' security behaviour intention, according to Aigbefe et al. (2020).

#### **7. Difference in the Measure of Quality of Life of Employed and Unemployed Middle Aged Adults**

In the current study researcher found that the Employed middle aged adults have extremely high Quality of life than male. And there is significant difference exist between the overall quality of life of employed and unemployed middle aged adults. The result of the present study is also in line with the earlier studies. According to Roos, Eahelma, and Saastamoinen (2005), non-employment is associated with a lower quality of life, despite differences in employment patterns between countries. Marital and parental status had a minor or no effect on the relationship between employment status and health in women. There was no such influence among men. Similarly, Annika (2007) also says that when one undergoing unemployment, they may struggle to meet their physiological needs, social needs, and causes depletion Psychological quality and hence they perceive their environment as also poor and result in low quality of life.

From the whole discussion it can infer that the hardiness trait and mindfulness trait are very important components for better quality of life. And those who are married, and employed can have more quality of life than widowed and unemployed. The difference in the level of hardiness trait, mindfulness trait and quality of life among male and female middle aged adults is the only result gave new statistics, because the earlier studies showed male have more quality of life, in the present study female enjoy more quality of life than middle aged women. It can be due to improved educational facilities, opportunities and accessibility of women to the mainstream.

### **CONCLUSIONS**

Based on the data collected and analyzed, the researcher concluded that there was a positive correlation between hardiness trait and mindfulness trait on quality of life in the middle aged group. And there is a significant relationship between hardiness trait and Quality of life of middle aged adults.

As far as the difference of hardiness trait and mindfulness trait among middle aged male and middle aged female are concerned it shows that female middle aged adults have more hardiness traits than male middle aged adults. And there is a significant difference in Commitment component of hardiness between male and female and all other components do not show any significant difference.

Similarly female middle aged adults have more mindfulness traits than male middle aged adults, but there is no significant difference between them. Then in Domains of Quality of life, except Physical domain, female middle aged adults have more Quality of life than male middle aged adults. And there is a significant difference in overall Quality of life between male and female middle aged adults.

In the comparison of married and widowed middle aged adults, it can be concluded that married middle aged adults have a high level of hardiness trait (commitment, control and challenge components) and Quality of life (Physical, Psychological, social and Environmental domains). But there is no significant difference in hardiness trait or Quality of life

between married and widowed middle aged adults.

Finally, in the comparison of employed and unemployed middle aged adults it can be concluded that employed middle aged adults have a higher level of hardiness trait and quality of life than unemployed middle aged adults. However, only the quality of life of employed and unemployed middle aged adults showed a significant level of difference.

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