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AN INVESTIGATION INTO THE RELATIONSHIP BETWEEN SATISFACTION WITH LIFE AND SENSE OF COHERENCE AMONGST THE UNEMPLOYED

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UNIVERSITY of the
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Dissertation submitted in partial fulfilment of the Requirements for the Degree Master of Administration in the Department of Industrial Psychology, University of the Western Cape.

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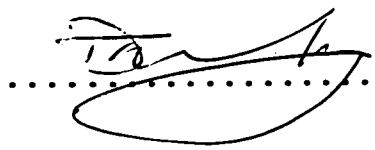

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TABLE OF CONTENTS

CHAPTER		PAGE
1.	STATEMENT OF THE PROBLEM	1
1.1	LIMITATIONS OF THE STUDY	2
1.2	SIGNIFICANCE OF THE STUDY	3
2.	DEFINITION OF CONSTRUCTS	4
2.1	UNEMPLOYMENT	4
2.2	SATISFACTION WITH LIFE	7
2.3	SENSE OF COHERENCE	7
3.	LITERATURE REVIEW	10
3.1	INTRODUCTION	10
3.2	UNEMPLOYMENT AND PSYCHOLOGICAL WELL-BEING	10
3.3	GENDER, EDUCATION AND AGE REACTIONS TO UNEMPLOYMENT	12
3.4	SATISFACTION WITH LIFE AND UNEMPLOYMENT	14
3.5	SENSE OF COHERENCE AND ITS CORRELATES	15
3.5.1	SENSE OF COHERENCE, HEALTH, SATISFACTION WITH LIFE AND OTHER SALUTOGENIC CONSTRUCTS	17
3.6	SENSE OF COHERENCE AND ATTITUDE	24
3.7	SOCIAL SUPPORT AND COPING	26
3.7.1	SOCIAL SUPPORT	26
3.7.2	COPING	29
3.8	HYPOTHESES	31
4.	METHOD	33
4.1	UNIT OF ANALYSIS	33
4.1.1	POPULATION	33
4.1.2	SAMPLE	33

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CHAPTER		PAGE
4.2	INSTRUMENTS	34
4.2.1	SENSE OF COHERENCE	34
4.2.2	SATISFACTION WITH LIFE	35
4.3	PROCEDURE	36
4.4	METHODS OF ANALYSIS	37
5	RESULTS AND DISCUSSION	38
5.1	CORRELATIONS BETWEEN ALL VARIABLES	41
5.2	REGRESSION ANALYSIS	45
5.2.1	EFFECT OF RACE ON SLI	45
5.2.2	EFFECT OF RACE ON SENSE OF COHERENCE	46
5.2.3	EFFECT OF SEX, LEVEL OF EDUCATION, LENGTH OF UNEMPLOYMENT AND MARITAL STATUS ON SATISFACTION WITH LIFE	47
5.2.3.1	SEX	47
5.2.3.2	MARITAL STATUS	47
5.2.3.3	LEVEL OF EDUCATION	47
5.2.3.4	AGE	48
5.2.3.5	LENGTH OF UNEMPLOYMENT	49
5.2.4	EFFECT OF SEX, LEVEL OF EDUCATION, LENGTH OF UNEMPLOYMENT AND MARITAL STATUS ON SOC	49
5.2.4.1	SEX	49
5.2.4.2	MARITAL STATUS	49
5.2.4.3	LEVEL OF EDUCATION	49
5.2.4.4	AGE	50
5.2.4.5	LENGTH OF UNEMPLOYMENT	50
6.	IMPLICATIONS & CONCLUSION	52

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REFERENCES

APPENDICES

REFERENCES		55
APPENDIX 1	SENSE OF COHERENCE SCALE	67
APPENDIX 2	SATISFACTION WITH LIFE SCALE	73
APPENDIX 3	COMPLETE DATA SET	74
APPENDIX 4	REGRESSION OF BIOGRAPHIC DATA AGAINST SATISFACTION WITH LIFE	77
APPENDIX 5	REGRESSION OF BIOGRAPHIC DATA AGAINST SENSE OF COHERENCE	78

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LIST OF TABLES

TABLE 5.1	CRONBACH ALPHA COEFFICIENT OF THE SOC SCALE	38
TABLE 5.2	CRONBACH ALPHA COEFFICIENT FOR SATISFACTION WITH LIFE SCALE	40
TABLE 5.3	DESCRIPTIVE STATISTICS OF AGE, LENGTH OF UNEMPLOYMENT, SATISFACTION WITH LIFE AND SOC SCALE	40
TABLE 5.4	CORRELATION BETWEEN ALL THE VARIABLES	41

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Abstract

The present study investigated the relationship between the Sense Of Coherence and Satisfaction With Life amongst the unemployed. The study attempted to test the following hypotheses.

1. People with a high Sense Of Coherence tend to be satisfied with their lives in general.
2. Demographic variables such as age, gender, race and level of education have an influence on the subjects' scores on the Sense Of Coherence and Satisfaction With Life scales.
3. Length of unemployment has an impact on the subjects' Sense Of Coherence and Satisfaction With Life.

In this study, subjects were drawn from the Department of Manpower in the Western Cape region. The data were obtained from a sample of 100 participants. Of this 100, 52 were males. Subjects were asked to complete the Sense Of Coherence and the Satisfaction With Life scales. Statistical procedures that were used are Multiple Linear Regression analysis, Product Moment Correlational Co-efficients, Analysis of Variance test (ANOVA) and the Cronbach Alphas of the various scales. It was found that Sense Of Coherence correlated significantly with Satisfaction With Life, thus supporting the first hypothesis. This led to the conclusion that a person with a strong Sense Of Coherence tends to be more satisfied with his/her life. However, a person with a weaker Sense Of Coherence finds it difficult to make sense out of his/her life. It was also found that most of the demographic variables did not reach any statistical significance. The general trend in this sample was that younger people had higher education and had been unemployed for fewer years. In comparison, older

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people were found to have less education and had been unemployed for more years. It was concluded that formal and informal education system will be necessary to develop and equip both young and older people with the experience and skills to use at work. This study was concluded by the discussion of the implications of the findings and suggestions for future research.

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CHAPTER 1

1. STATEMENT OF THE PROBLEM

The purpose of this study is to investigate the relationship between Antonovsky's (1979, 1987) Sense Of Coherence (SOC) and Satisfaction With Life amongst the unemployed. The study was conducted amongst the unemployed simply because they are thought of as prone to stress. The concept of Sense Of Coherence is connected with one's ability to cope with stressful situations. On the other hand Satisfaction With Life is presumed to be influenced by stress. Numerous studies have revealed relationships between unemployment and psychological well-being (Liem & Liem, 1988; Liem & Rayman, 1982; Madonia, 1983; McGhee & Fryer, 1989).

The other reason for conducting this study amongst the unemployed is the fact that unemployment is one of the core problems facing South Africa today. Although the term unemployment is considered by most people to be related to poverty, it is the one aspect of poverty and a term which is difficult to define (Simkins, 1981). According to Simkins (1981), there is a lack of consensus on the size, cause and the meaning of unemployment in South Africa. He states that explanations of the above mentioned lack of consensus have been attributed to incomplete and unreliable data and the diversity of theoretical positions adopted by researchers. In addition, Nattrass and Ardington (1990) argued that there is a wide discrepancy between the reported incidence of unemployment derived from different measures.

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Studies on unemployment have tended to concentrate on economic perspective and have focused on debating the measurement and extent of unemployment (Nattrass, 1987; Nattrass & Ardington, 1990; Sarakinski & Keenan, 1986; and Simkins, 1981). In contrast this study will focus on the relationship between Antonovsky's (1979; 1987) Sense Of Coherence and Satisfaction With Life amongst the unemployed. It will investigate whether unemployed people with a high Sense Of Coherence as opposed to people with low Sense Of Coherence tend to be satisfied with their lives as reflected by their score on the Satisfaction With Life scale. It will also investigate whether demographic data have an effect on the subject's scores on the constructs of Sense Of Coherence and Satisfaction With Life. Another purpose is to determine whether the length of unemployment can explain one's Sense Of Coherence and Satisfaction With Life.

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1.1 LIMITATIONS OF THE STUDY

The generalizability of the findings of this study was limited by the restriction of the sample to unemployed group from the Department of Manpower in the Western Cape region. Thus, the results of this study can be somewhat difficult to generalize to the whole South African population. A further limitation was that most of the subjects were unwilling to participate, their reasons being that they were not going to benefit from the project (i.e. get employment or re-employment). Another limitation of the study is the fact that there is a significant dearth of empirical research studies on Satisfaction With Life amongst the unemployed. This made literature review on the subject a bit

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difficult if not impossible. Numerous studies have however been conducted on the Sense Of Coherence construct amongst various samples in South Africa, but none of the studies were amongst the unemployed. This again created problems regarding literature review.

1.2 SIGNIFICANCE OF THE STUDY

The present study attempts to fill a gap in the South African literature by using a fairly researched construct, the SOC and exploring its moderating role on the stress caused by unemployment. It would appear that the SOC is an important factor in determining a person's vulnerability/invulnerability to unemployment stress. The Sense Of Coherence could be a significant variable in shaping attitudes of the unemployed from seeing the world phenomena as incomprehensible, unmanageable and meaningless to seeing the world in a more positive light, thus regarding life problems as challenges that are worth investing energy into. Furthermore, this study will provide useful information on the portability and applicability to South African samples of instruments developed in other countries. Although some South African studies using the SOC questionnaire have been on the increase (see Anstey, 1989; Danana, 1989; Fritz, 1989; Mlonzi, 1994; Strümpfer, 1990;) the same cannot be said of the Satisfaction With Life scale. Thus, the results of this study will also shed light on the psychometric properties of Diener, Emmons, Larsen and Griffin (1985) scale as applied to South African samples.

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CHAPTER 2

2. DEFINITION OF CONSTRUCTS.

2.1 UNEMPLOYMENT

There are many definitions of unemployment that exist (Simkins, 1981). These definitions seem to vary depending on who is reporting the information as well as for what purpose. Cawker and Whiteford (1993) suggest that unemployment exists whenever the demand for labour in an economy is unable to match the supply for labour in that economy particularly when supply exceeds the demand. Essentially the demand for labour refers to the number of employment opportunities which exist or the amount of labour which the economy demands. The supply of labour refers to the number of people who are available to fill the existing job opportunities or meet the existing demand (Vorster, 1992). Therefore, the supply of labour is a measure of all those who are economically active. That is all those people who are willing and able to work including those who are both employed and unemployed.

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Many of the difficulties in defining unemployment arise from the fact that the concept of unemployment includes a condition of being without a job, a desire for employment and searching for employment. According to Cawker and Whiteford (1993) people cannot be considered to be unemployed if they are only being without employment but do not desire employment or do not take reasonable steps to find employment. If people are without employment but do not desire employment as well as taking steps

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to find employment, they should be considered to be voluntarily unemployed or unemployed by choice. Those people who are not unemployed by choice are considered to be involuntarily unemployed (Cawker & Whiteford, 1993).

The distinction between voluntary and involuntary unemployment is not always clear in the developing countries (Bornstein, 1978; Cawker & Whiteford, 1993). This is because these countries tend to be characterized by a high degree of subsistence agriculture and informal sector activity. Although people in these sectors operate outside the formal economy and do not work for wages, most of them would not consider themselves to be unemployed. Cawker and Whiteford (1993) stated that estimates of the demand for labour should therefore take into account the number of employment opportunities which exist in the formal and informal sectors of the economy as well as the subsistence agriculture.

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According to Barker, (1992) a further difficulty in defining unemployment is the existence of discouraged work-seekers who are not unemployed by choice and who desire paid employment. Due to the difficulties they and others have experienced when seeking employment previously, they are no longer looking for work as they believe that it is impossible to obtain. Although discouraged work-seekers do not search for employment, it would be incorrect not to classify them as unemployed (Cawker & Whiteford, 1993).

Another difficulty in defining unemployment pertains to its

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measurement. Given the variety of possible approaches to the measurement of unemployment, it is hardly surprising that there is no generally agreed upon national unemployment rate for South Africa. It is also unfortunate that when statistics are provided, their derivation is not always specified (Tiemann, 1991). According to Moller (1987) there will be more than 8 million unemployed people, a rate of 44% of the total population in South Africa by the year 2000. To support this contention, Maurice (1993) estimated that by the end of 1993 only one percent of school leavers who wanted to enter the labour market would be likely to find jobs. He further held that their problems would be exacerbated by the fact that they would have to compete with experienced job seekers who would have been retrenched. Figures appear to be rising and there are no indications that the present government will be able to resolve the situation in the short term.

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Another way of defining unemployment is to look at its causes. The causes of unemployment in South Africa have several distinct dimensions. The factors which seem to aggravate this problem are briefly analyzed below. The high levels of unemployment both past and present can be attributed to the interaction of a number of factors. Some of them were/are beyond government control, while others would be strongly associated with the policies adopted by the government of the day. The major cause of unemployment in South Africa has been the inability of the economy to grow at a rate required to absorb a growing labour force (Moller, 1987). Furthermore, the type of economic growth which has been taking

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place has been inappropriate in that there has been a shift towards capital intensity and a corresponding decline in employment opportunities.

2.2 SATISFACTION WITH LIFE

According to Diener, Emmons, Larsen and Griffin (1985), Life Satisfaction refers to a cognitive judgemental process. Shin and Johnson (1978) defined the construct Satisfaction With Life as a person's global assessment of his or her quality of life according to his or her chosen criteria. People's judgements of how satisfied with life they are is dependent on their comparison between one's circumstances and what they think to be an appropriate standard.

Diener, (1984) pointed out that the judgement of how satisfied people are with their present state of affairs is not externally imposed but, is based on a comparison with a standard which each person sets for him or herself. Moreover, Satisfaction With Life is a hallmark of the subjective well-being area in the sense that it centers on the person's own judgements and not upon some criterion which is judged to be important by the researcher.

2.3 SENSE OF COHERENCE

The concept of Sense Of Coherence (SOC) was first presented by Antonovsky (1979) and later elaborated in his 1987 book as what he called the salutogenic model designed to explain successful coping with stressors.

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The Sense Of Coherence has been defined as a "global orientation that expresses the extent to which one has a pervasive, enduring though dynamic feeling of confidence that (1) the stimuli deriving from one's internal and external environments in the course of living are structured, predictable and explicable; (2) the resources are available to one to meet the demands posed by these stimuli; and (3) these demands are challenges worthy of investment and engagement" (Antonovsky, 1993, p.725).

The SOC is considered to consist of three components, which are: Comprehensibility, Manageability and Meaningfulness. Comprehensibility refers to "the extent to which one perceives the stimuli that confront one, deriving from the internal and external environments, as making cognitive sense, as information that is ordered, consistent, structured and clear" (Antonovsky, 1987, p.16). On the basis of such consistent information, one can expect that the said stimuli will in future also be orderable, explicable and even predictable (Strümpfer, 1990).

Manageability is defined as "the extent to which one perceives that resources are at one's disposal which are adequate to meet the demands posed by stimuli that bombard one" (Antonovsky, 1987, p.17).

Meaningfulness provides the motivational element, and refers to "the extent to which one feels that life makes sense emotionally, that at least some of the problems and demands posed by living are worth investing energy in, are worthy of commitment and

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engagement, are challenges that are welcome rather than burdens that one would much rather do without" (Antonovsky, 1987, p.18).

According to Antonovsky (1987) the SOC is not at all a specific coping style. A strong SOC person has the ability to confront stressor life situations to choose the most appropriate strategy from among the variety of potential resources available. Sagy, Antonovsky and Adler (1990) suggested that the SOC contributes to life satisfaction indirectly through its impact on the selection of an appropriate and meaningful activity pattern. Antonovsky (1987) tended to down play the direct relationship between the SOC and Satisfaction With Life when focusing on physical health. He proposed that the stressful situation is more likely to influence the happiness, life satisfaction, morale etc than the SOC. However, given the fact of the situation, the strong SOC person feels that he/she is handling the situation as well as possible and making life bearable.

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CHAPTER 3

3. LITERATURE REVIEW

3.1 INTRODUCTION

This chapter presents the review of literature related to unemployment, its nature and causes. It also presents the review of literature on the constructs Satisfaction With Life, Sense Of Coherence and its correlates, social support and coping.

To date research into South African unemployment has concentrated on the assessment of the economic dimensions of the problem. In other words, the focus has been on inter alia the definition and measurement of unemployment, its distribution by region and economic sector, profiles of the unemployed and their opportunities of re-entering the labour force, etc (Bromberger & Bhamjee, 1987; Hofmeyer, 1985; Mcgrath, 1983; Mpanza, 1984; Natrass, 1987; Padayachee' 1985; Roberts, 1983; Sarakinsky & Keenan, 1986; Thomas, 1982; Van der Merwe, 1983; Wilson & Ramphele, 1989). Furthermore, the unemployment literature clearly identifies the tight relationship between unemployment and decline in mental health (Buss & Redburn, 1983; Hagen, 1983; Tiggeman & Winefield, 1984) as well as the association between unemployment and economic hardship (Tokman,1986).

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3.2 UNEMPLOYMENT AND PSYCHOLOGICAL WELL-BEING

Unemployed people experience a range of negative psychological symptoms. The main effects of unemployment appear to be in the areas of losing contact with the social institution and network

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of the workplace that had played a major role in the unemployed's life (Liem & Rayman, 1982). The unemployed individual's family as a whole could be affected by unemployment. The burden of unemployment is shared by the spouse and children though not necessarily evenly (McGhee & Fryer, 1989). Initially the family is drawn closer together to give one another mutual support in countering the effects of unemployment (Madonia, 1983). However, this supportive environment usually does not last long and estrangements, arguments, tension, disharmony, conflict, role strain, disorganisation and depression can occur as unemployment duration lengthens (Liem & Liem, 1988; Liem & Rayman, 1982; Madonia, 1983). Marital relations become particularly strained by unemployment, with an increased incidence of separation and divorce (Liem & Liem, 1988). Initially wives of unemployed men are not severely affected, but after several months they begin to show signs of anxiety, depression and sensitivity about their marital relationship (Liem & Liem, 1988).

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Another commonly reported consequence of unemployment has been a fall in income and a subsequent lack of finances (Ullah, 1990). Moller (1988) examined the experience of unemployment on South African families. He found that particularly middle aged men experienced intensely negative effects of unemployment. Due to family's economic hardships, these men were more keen work seekers and were less selective in their choice of casual or permanent work. Warr, Jackson and Banks (1988) stated that financial strain is associated with falling morale, a depressed mood and a lower affective well-being. Leana and Feldman (1990)

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in a study of Americans who had been laid off work found that financial distress is associated with physiological distress, intense perceptual reaction and decreased emotional arousal.

In studies of unemployment that reported on physical health, a pattern emerged of the impact of unemployment, producing primarily stress related ailments (Linn, Sandifer & Stein, 1985). Some of the physical effects that the unemployed have reported include a loss of appetite, sleep and sexual interest (Liem & Rayman, 1982; Linn, Sandifer & Stein, 1985). The unemployed have also been more prone to psychosomatic illnesses such as insomnia, high blood pressure, headaches and ulcers (Liem & Rayman, 1982; Warr, Jackson & Banks, 1988). Rosmarin and Nunns (1986) conducted a study to explore the relationship between economic fluctuations and psychopathology amongst white South Africans. Their results established a relationship between unemployment and variables measuring suicide, cirrhosis of the liver and cardiac disease mortality.

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3.3 GENDER, EDUCATION AND AGE REACTIONS TO UNEMPLOYMENT.

Moller (1992) argued that age and sex roles determine the specific manner in which the unemployed adapt to their unemployment state. Attitudinal evidence from studies conducted by Moller, (1992) as well as Buck and Cole, (1987) suggest that women have less difficulty in finding alternative activities to occupy their time usefully. On the other hand, men appeared to suffer more from loss of pride and self-esteem (Moller, 1992). According to him, results on gender related reactions to

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unemployment showed that scores for men and women on attitude items were significantly different. Women were found to be optimistic inspite of limited job opportunities open to them. Furthermore, more women reported that they often experienced a sense of achievement and were able to pursue different activities every day. They were more often of the opinion that there was a general shortage of jobs world wide and employment opportunities would increase when the economy improved. On the other hand, men tended to experience greater problems in coping with unemployment because job loss deprived them of their most important identity role, that of being breadwinners.

Moller's (1988) finding corroborates that of Vorster's (1992) in a sample of unemployed workers in the Orange Free State. In Vorster's (1992) study the negative effects of being out of work appeared to be felt more intensely by men, who felt inadequate as providers for their families. Furthermore, men who had to support children seemed to have a difficult time dealing with unemployment.

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Evidence indicating that unemployed people feel that education is a definite advantage in escaping from unemployment has been reviewed in South Africa by Buck and Cole, 1987; Cawker and Whiteford, 1993; Moller, 1992 and Moller, 1993. Evidence on attitudes towards unemployment suggests that less educated people suffer the ill effects of unemployment to a greater extent than their better educated counterparts. A study conducted by Buck and Cole, (1987) amongst the persons with the educational level of up to standard six as compared to standard nine or higher showed that better educated people were confident and have less loss of

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morale than the less educated. They also reported that unemployment has taught them to stand on their feet. However, less educated people appear to experience low morale and loss of pride. A greater sense of hopelessness was also evident. Low morale may seriously hamper the unemployed person's ability to cope with unemployment.

As far as the age is concerned, Cawker and Whiteford (1993) found the most important difference between the older and younger unemployed to be that morale of the older people appears to be negatively affected. Their sense of usefulness appears to have remained intact or compensate for feelings of negative affect. On the other hand, positive affect may be part of the young people's makeup. In addition, young people are expected to have greater physical resources for coping (Cawker & Whiteford, 1993).

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3.4 SATISFACTION WITH LIFE AND UNEMPLOYMENT

In 1987 Moller, Schlemmer and Du Toit conducted a nation wide study of perceived well-being amongst the employed, self employed and unemployed work seeking and resting people. In this study well-being was assessed on the basis of 87 survey items including 5-point satisfaction ratings of life in general and in specific domains or aspects of life and indicators of mood and affect. The comparison between the four categories showed that higher percentages of employed persons rated most aspects of their lives as satisfactory. Self employed persons scored higher on most dimensions of quality of life. This may be because the social profile of the self employed shows that they enjoy a reasonable

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standard of living which may account for their positive perception of quality of life. The majority of unemployed work-seekers and resting unemployed showed dissatisfaction or unhappiness with life in general. However, specific dissatisfaction among the two categories of unemployed was confined mainly to the domain of work, income and wealth.

Unemployed work-seekers relative to the employed appeared to be generally less happy with their lives. Their discontent with their unemployment seems to spill over into other domains of their lives. The difference between these groups was significant for at least one third of indicators in domain as measured by the Chi-Square at the 0,05 and 0,001 levels.

Moller (1988) found that a delayed entry into the job market have had less negative effect on the youth's personal satisfactions than job loss in midlife during the 1983 nation wide survey. Thus, one might assume that there is a negative shift in the perceived quality of life when unemployment is associated with mature age. Again, in Moller's (1988) study the quality of life among unemployed Blacks was found to be generally depressed relative to all other race groups.

3.5 SENSE OF COHERENCE AND ITS CORRELATES

Before discussing the SOC correlates it was felt necessary to give a brief description of the major characteristics of the SOC. Antonovsky believed that one can "specify a number of universal issues, confronted in every culture and by human beings, and

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posit the development in each person of profound tendencies to be located, throughout his or her life, somewhere on each of these continua. A dispositional orientation, then, is a relatively stable and constant orientation towards one of these universal issues" (1987, p.183). He saw the SOC as one of these continua.

The SOC is regarded as a disposition, rather than a trait, since history, context, culture and socialization are argued to affect the development of and expression of the SOC. Antonovsky (1987) pointed out that knowing a person's SOC will enable us to predict a person's behaviour response to a stressor and it could also enable us to predict the quality of that behaviour. Thus, in terms of his stress model, the person with a strong and flexible SOC, will mobilize more generalized resistance resources (GRR) than will a person with a low SOC who will exhibit more generalized resistance deficits (GRDs). In a concrete situation the SOC will apply itself in a cognitive and emotional appraisal of the situation, seeking out GRRs, belief in self-efficacy and acceptance of challenge in the situation rather than the tendency to see chaos, feel hopelessness and burdened.

Antonovsky's model of stress centers on the issue of tension. A stressor is "a characteristic that introduces imbalance into the system" (1987, p.28), requiring adaptation from the person. This tension must be transformed. If it persists, then the demand is construed as a stressor. Stressors may be salutary for individuals in that effective adaptive patterns coupled with high

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stressors may increase the person's repertoire of successful patterns of dealing with life's experiences.

The GRRs which contain one or all three of the elements of SOC by definition create life experiences characterized by consistency, participation in shaping outcomes, and an underload-overload balance (Antonovsky, 1979). Thus, persons with a strong SOC have a considerable range of GRRs available to them, in contrast to persons with low SOC who have more GRDs. The theory assumes that all psychological stressors (chronic, major life events and acute daily hassles) are mediated by GRRs and the SOC.

Successful coping depends upon the Sense Of Coherence as a whole. It is conceivable that not all aspects or spheres of a person's life assume a subjective importance and it is therefore possible to have a strong SOC even though the scope of the SOC may be relatively narrow. However, Antonovsky (1987) contended that the boundaries of the SOC could never be so narrow as to exclude four critical spheres of one's inner feelings, one's immediate interpersonal relations, one's major activities and one's existential issues.

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3.5.1 SENSE OF COHERENCE, HEALTH, SATISFACTION WITH LIFE AND OTHER SALUTOGENIC CONSTRUCTS

According to Sagy, Antonovsky and Adler (1990) the SOC directly influences health and well-being in three ways:

1. It mobilizes GRRs and specific resistance resources (SRRs),
2. It enables a person to define certain stimuli or demands as

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innocuous or unwelcome,

3. It enables one to manage tension by modifying the situation, controlling the meaning of the situation, and/or controlling the stressor.

Research to date points to health as a major determinant of life satisfaction among older persons (Sagy, Antonovsky & Adler,1990). Earlier review of literature on older persons by Larson (1978) concluded that the range of r=.2 to .4 is suggested as an estimate of the independent correlation between health and well-being. Findings of the meta-analysis of the available data conducted by George and Landerman (1984) supported Larson's (1978) results. Antonovsky's (1987) salutogenic model is devoted to the explanation of the relationship between the SOC and health. According to this model, the person with a strong sense of coherence which will lead to the maintenance of a relatively high level of health, will be high on life satisfaction too. In a study conducted amongst the on-time Israel retirees, Sagy, Antonovsky and Adler, (1990) found that the Sense Of Coherence is related to Satisfaction With Life both directly and indirectly. The relationship between the SOC, health and well-being is of the nature that if the SOC is generative of good health, and health has a positive influence on global estimates of one's well-being, then the two will be related, though indirectly (Antonovsky, 1987). It is also argued that many of the GRRs which promote SOC are also directly related to well-being.

Kobasa (1982) also evidenced a salutogenic orientation and

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referred to the fact that the personality emphasis has sought to determine the conscious psychological process by which persons efficiently recognize and act on their situations. Her theory of the **hardy personality** has its roots in existentialism. Its three elements are commitment, control and challenge. Commitment is "the ability to believe in the truth, importance and interest value of who one is and what one is doing" (Kobasa, 1982, p.6). It also has an other-directed component which is based in sense of community. Both inner and other-directed aspects are hypothesized to ward off the illness provoking effects of stress. Control refers to "the tendency to believe and act as if one can influence the course of events" (Kobasa, 1979, p.82). Challenge is based on the belief that change, rather than stability is the normative mode of life. Kobasa (1979) found in a sample of executives that demographic variables did not distinguish between executives who reported becoming ill after experiencing stress, whereas measures of hardiness did.

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Sutton and Kahn (1986) hypothesized that prediction, understanding and control are antidotes to organizational stress. Although their focus and definitions refer to aspects of the stress-strain interaction, their elements are similar to comprehensibility and manageability aspects of the SOC. Prediction is the ability to forecast the frequency, timing duration and quality of events in the environment. Understanding is knowledge about the causes of significant events in the workplace. Control is the exercise of effective influences over events, things and persons. The authors acknowledged that

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understanding, prediction and control will operate antidotally depending upon the nature of the stress and personality of the individual. Understanding and control in the situation seem to mirror the elements of comprehensibility and manageability which are the critical aspects of the person's disposition.

In an empirical test of the Sutton and Khan's (1986) model, Tetrick and La Rocco (1987) in a sample of physicians, dentists and nurses found that understanding and control had moderating effects on the relationship between perceived stress and Satisfaction With Life. Understanding, prediction and control had direct relationship with perceived stress while only control had a direct significant relationship with Satisfaction With Life.

Schuler (1982) also seemed to access the aspect of manageability when he proposed that individuals who engage in the process of gathering information, generating alternatives, selecting and implementing an alternative and evaluating the strategy, will be more effective and efficient at coping with stress than individuals who do not take such an approach to coping. Antonovsky (1987) has noted that a person with a strong SOC will define the instrumental parameters of the problem, thereby, evoking the manageability component and making sense of the stressor.

Another related conceptualisation is Ben-Sira's (1985) formulation of **potency** defined as "a person's enduring confidence in his own capacities as well as confidence in and commitment to

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his/her social environment, which is perceived as being characterized by a basically meaningful and predictable order and by a reliable and just distribution of rewards" (p.399).
The concept is introduced in order to elucidate the mechanism whereby tension is resolved or potential resources are called upon.
Ben-Sira (1985) regarded potency as a buffering variable which operates in the restoration of homeostasis once it has already been disrupted. It is regarded as latent and fulfils a delayed homeostasis-stabilizing function through its capacity to prevent tension, following occasional inadequate coping, from turning into lasting stress. It therefore has a tension-bounding capacity. In these terms it has a striking similarity to the SOC.

Thomas, (1981) and Colerick, (1985) reviewed the construct **stamina** in a salutogenic context. Thomas defined stamina as "the physical and moral strength to resist or withstand disease, fatigue or hardships and endurance" (1981, p.41). According to her, human beings are born with different potentialities and susceptibilities which life experiences may then be mould into protective shields undergirding future health (1981, p.41).

Colerick, (1985) used the construct stamina and applied it in a study of patterns of aging amongst persons between 70 and 80 years. She assessed stamina in terms of the person's current behaviour, capacity for growth, personal insight, life perspective, likelihood of functional breakdown and general competence. Stamina showed a high correlation with education,

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robust past health, triumphant perception of hard times and a perception of supportive interactions with kin and non-kin. The results of Colerick's study suggests that "Elderly with high stamina for managing change have learned through the years that change is inevitable, challenging and manageable. That is triumph perceptions of hard times in later life flow from years of success in acting on the environment. Furthermore, in old age, these individuals look beyond age related limitations for new ways to use energy. In other words, they increase understanding, extend skills and discover more abilities" (Colerick, 1985, p.1004). In a review of these constructs, Colerick's stamina, Kobasa's hardiness and Antonovsky's Sense Of Coherence were found to resemble one another (see Strümpfer, 1990).

Rosenbaum (1988) used the term **learned resourcefulness** to describe the belief of people who have received stress inoculation training, that they can deal effectively with manageable levels of stress. Learned resourcefulness does not include beliefs only but also skills and self-control behaviours which people learn in different degrees through informal training. According to him people may differ in their extent to which they are able and willing to self-regulate their emotions, pain, and cognitions.

To Rosenbaum (1988) learned resourcefulness is a personality repertoire, which is a set of complex behaviours, cognitions and affects that are in constant interaction with the person's physical and social environment and are evoked by many

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situations, but which also provide the basis for further learning.

According to Rosenbaum's model, coping with stressful situations requires self-regulation or self-control behaviours. The process of self-regulation has been conceptualized in three phases by Rosenbaum (1988):

1. Representation during which the individual experiences a cognitive and/or emotional reaction to changes within him/herself or the environment without any conscious effort.
2. Evaluation of the changes as desirable or threatening. If changes are threatening, then a person evaluates whether anything can be done about it.
3. Action or coping to reduce negative effects of the internal or external changes.

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In general, it can be concluded that learned resourcefulness provides basis for further learning. It also serves as a source of information for judgements of self-efficacy in coping. However, low resourceful people see themselves as inefficacious in coping with emotional strains and difficult tasks. As a result they tend to pay attention on their deficiencies than on their task. On the other hand, high resourceful people perceive themselves as more efficacious to deal with emotional and task demands and as a result they are more likely to continue with self-regulation (Rosenbaum, 1988).

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Finally, Watson and clark (1984) have reviewed a construct called **Negative Affectivity** (NA), to explain the fact that a number of diverse personality scales such as trait anxiety, neuroticism, ego strength, general maladjustment, repression-sensitization and social desirability are measures of the same trait. Their data revealed a dimension of stable and enduring differences in mood and self-concept. "High-NA individuals are more likely to report stress, discomfort and dissatisfaction over time and regardless of the situation, even in the absence of overt or objective sources of stress" (1984, p.483). High-NA subjects have less favourable views of themselves, of other people and are less satisfied with themselves and with life. High-NA subjects would thus seem to have more GRDs, fewer GRRs than low-NA persons, and find their lives less comprehensible, manageable and meaningful.

Taken together, these formulations predict and illustrate the role of personality factors in the expression of behaviour, affect and cognition. In stressful circumstances individuals are presumed to act, think and feel in predictable ways as a result of their intensity of strength of SOC, Potency, Hardiness, Stamina, Learned Resourcefulness, etc.

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3.6 SENSE OF COHERENCE AND ATTITUDES

Most research studies on attitudes towards unemployment have tended to focus on retirement as some form of unemployment (Antonovsky et al, 1990; Sagy & Antonovsky, 1990). The proposed definition of the concept attitude toward retirement is an expression of the extent to which there is an agreement-

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disagreement of a presently or formerly gainfully-employed worker that leaving work and entering retirement is a gain or loss (Sagy & Antonovsky, 1990, p.59). The theoretical model from which the SOC concept was taken proposes that the person with a strong SOC will adopt those behaviours that will contribute the most to a successful adaptation in coping with a developmental stressor such as retirement. The person will tend to downplay both the losses involved in the transition and the gains to be derived from leaving the old role. The focus will be on the gains from the new role. Having this set of attitudes, the individual will concentrate on making the best of a new life.

In a study on attitudes amongst on-time Israeli retirees Antonovsky, Sagy, Adler and Visel (1990) found that the stronger one's SOC, the less one is likely to see losses in leaving work and entering retirement. Correlation between SOC and losses in retirement was found to be -0.39 ($p<.001$). Most of the correlations between SOC and gains from retirement were not significant. Somewhat contrasting results were found amongst the male blue collar workers. That is, the stronger the SOC the fewer the gains from leaving work but the more the gains from retirement.

When looking at attitudes toward retirement, socio-economic status, sense of coherence and income loss, Antonovsky et al (1990) found the SOC to be the most powerful shaper of perception of losses. Moreover, anticipating income loss, being lower on socio-economic status and being a male have contributed

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significantly to being high on expecting losses. Having a strong SOC was more important in acting against a tendency to have a pessimistic outlook. Neither the SOC nor anticipation of income loss showed any relationship to the gains from leaving work. With respect to gains from retirement, having a strong SOC, being lower in status and being female all contributed to anticipating gains from retirement.

3.7 SOCIAL SUPPORT AND COPING

This study does not deal with social support and coping. However, it was felt necessary to briefly relate the SOC to the constructs of social support and coping.

3.7.1 SOCIAL SUPPORT

Social support is a construct that has been used extensively as a moderator variable in research. Although it represents an important situational variable, hypothesized to either buffer or to have main effects on the relationship between stressors and outcomes (House, 1983), the evidence has been mixed, with inconsistent findings. Williams and House (1985) while noting the absence of a clear definition of social support, defined it as a "flow between people of emotional concern and caring, information and instrumental help" (p.207). Social support is hypothesized to have two main effects. Firstly, it enhances health and well-being by supplying human needs. Secondly, it directly reduces levels of stress in the workplace by reducing interpersonal tensions. Its third effect is a buffering or interactive one, similar to the "inoculation effect", whereby it

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modifies the relationship between stress and health and protects the individual from the negative consequences of stress.

Antonovsky (1979) considered social support to be a socio-cultural variable which links health and the SOC. It can enhance the ability of the individual to obtain meaningful information, or enhance the sense of coherence. Social support could, in fact be one of the specific resistance resources that a person can draw to manage the tensions imposed by stressors.

Several studies looking at the relationship between social support and unemployment have been conducted. Social support motivated people in their search for a job (Vinokur, Caplan & William, 1987). Kessler, House and Turner, (1987), reported that social support amongst unmarried unemployed people in Michigan significantly reduced the impact of current unemployment on ill-health. Vinokur, Caplan and William (1987) in an American sample found that social support buffered the impact of unsuccessful job search.

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Madonia (1983) however reported that often the unemployed desired to share their problems with someone but because this state of dependency would remind them of their unproductiveness, they tended to remain alone and irritable. Thus, social isolation resulted from the event of unemployment and was aggravated by it.

Wells (1982) found that social support and objective conditions interact in determining perceptions. He interpreted this as a

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buffering effect wherein social support provides a context which significantly alters perceptions of job conditions. Supervisor support was regarded as important with regard to buffering.

The Tecumseh and Alameda County studies (House, 1983) found gender differences in benefiting from and giving social support. Dooley, Rook and Catalano (1987) have explored support in job and non-job spheres and concluded that there is little evidence to support the moderating effects of social support. Kaufman and Beehr (1986) in a sample of nurses found social support to be strengthening the positive relationship between stressors and strains.

Caplan, Cobb, French, Harrison and Pinneau (1980) found that social support from people at work was associated with lower levels of stress at work, while social support from home was unrelated to work stress. Support at home and work however, was found to buffer the effects of the impact of work stress on a number of health outcomes. In a factory sample which had limited opportunities for interacting, House (1980) found that supervisors' support was most effective in buffering the effect of stress. On the other hand, House and Wells (1978) have found co-worker support to be most consequential.

These findings contain a number of inconsistencies and there is a need to specify the conditions under which given types of relationships and supports do or do not affect given indicators of stress and health (House, 1987, p.8). The studies on social

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support suggest the need to differentiate between types of and sources of support (job, non-job, supervisory, peer), and specification of strain and stressor to make sense of the data.

3.7.2 COPING

Cox (1987) has noted that stress resides in the persons' perception of the balance between the demands on them and their ability to cope with those demands. Coping can be defined as the process of managing external and or internal demands that exceed the resources of the person (Folkman, 1982).

The cognitive-phenomenological approach to stress developed by Lazarus (1966) has focused upon the appraisal process which occurs during a person-environment encounter. In the case of primary appraisal, the person establishes the meaning of the encounter. Antonovsky recognized the importance of this when he wrote, "the extent to which one approaches the world with the generalized expectation that stressors are meaningful and comprehensible lays the motivational and cognitive basis for managing and preventing the transformation of tension into stress (1987, p.137).

The secondary appraisal requires the person to establish what can be done. Antonovsky (1987) considered the secondary appraisal stage to be one wherein the demand or stressors must be defined as benign, irrelevant or harmful. Coping is thus initiated in response to a stressful appraisal. Stressful appraisals according to Folkman (1982) signal harm or loss (where damage has already

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occurred), threat (where harm or loss is anticipated) and challenge (where an opportunity for mastery or gain is anticipated).

Coping is considered to have problem-focused and emotional-focused functions (Folkman, 1982, Folkman & Lazarus, 1988). Problem-focused coping is aimed at managing or altering the problem which results in an altered person-environment relationship. Emotion-focused coping is aimed at managing or redefining emotional distress which may result in a change in attention or meaning. It should be noted that both forms may require behavioural and cognitive strategies. In a study of coping in a sample of 100 unemployed adults, Folkman (1982) found that women exhibited significantly different coping patterns from those utilized by men. Women seemed to find it easier to maintain their identity and sense of self worth after job loss when compared to men. This finding is consistent with Moller's (1992) findings. In Folkman's (1982) sample most of the men appeared to be the breadwinners, and also seemed to have a difficult time dealing with unemployment. They quite often got involved in excessive drinking, drug abuse and excessive sleeping habits.

In conclusion the review of literature in this study focused on the causes of unemployment and its effect, Satisfaction With Life, the Sense Of Coherence and its correlates. The importance of the literature reviewed to this study is that it provided information on how demographic variables such as age, gender, race and level of education influence the subject's Sense Of

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Coherence and Satisfaction With Life. Furthermore, it also indicated that there is a positive relationship between Sense Of Coherence and Satisfaction With Life. Therefore, this literature is significant to this study because it shed information on related research to support and contrast its findings.

2026

3.8 HYPOTHESES

Based on the literature reviewed, the following hypotheses will be tested.

H_1 Sense Of Coherence is positively related to Satisfaction With Life.

H_2 Age is negatively related to Sense Of Coherence.

H_3 Age is negatively related to Satisfaction With Life.

H_4 Females have a higher Sense Of Coherence than their male counterparts.

H_5 Females are more satisfied with their lives than their male counterparts.

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H_6 Sense Of Coherence levels differ according racial groups .

H_7 Satisfaction With Life levels differ according to racial groups.

H_8 Whites are more satisfied with their lives than other racial groups, (Coloureds, Indians and Africans).

H_9 People with higher levels of education have a higher Sense Of Coherence than those with lower levels of education.

H_{10} People with higher levels of education will be more satisfied with their lives than those with lower levels of education.

H_{11} Married people will have a higher Sense Of Coherence than

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single people.

H_{12} Married people are more satisfied with their lives than single people.

H_{13} Length of unemployment is negatively related to the Sense Of Coherence.

H_{14} Length of unemployment is negatively related to Satisfaction With Life.

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CHAPTER 4

4. METHOD

This chapter describes the sample used in the study, the measuring instruments, the procedure followed in data collection and the analysis of the data.

4.1 UNIT OF ANALYSIS

4.1.1 POPULATION

The data used in this study were obtained amongst the first time work seekers, retrenched, resigned and dismissed workers who are registered with the Department of Manpower in the Western Cape region.

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4.1.2 SAMPLE

The total number of subjects in this study was 100. Of the total 48 were females. The mean age of the sample was 26,1 years (SD=6,73; Range: 18-43). In terms of racial categories, 32% were Africans, 38% were Coloureds, 7% were Indians and 23% were whites. Of 100 subjects 27% were married and 73% single. The education levels ranged from std 4 - std 10+. Their length of unemployment had a mean of 23,68 months (SD=20,37; Range: 2-96). There was one subject who is aged 74 and much older than the rest of the sample. She has been out of work for 120 months, but it is difficult to argue that this is unemployment as 60-65 years is the general retirement age in this country. Therefore, she was excluded from the subsequent analyses.

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4.2 INSTRUMENTS

4.2.1 SENSE OF COHERENCE

The Sense Of Coherence was measured using the Orientation to Life Questionnaire. The Sense Of Coherence scale was developed by Antonovsky in 1987. It is a 29 item semantic differential questionnaire anchored on a seven point scale. There are 11 comprehensibility, 10 manageability and 8 meaningfulness items. Thirteen of the items are formulated negatively and have to be reversed in scoring so that a high score always expresses a strong SOC. The SOC scale appears as an appendix in Antonovsky's 1987 book. A copy of the SOC scale is reproduced as Appendix 1. The SOC scale was founded and developed by Antonovsky and since then no other similar scale has yet been published. Again, this scale was used because it has consistently shown good psychometric properties. In the 26 studies reviewed by Antonovsky (1993) which used the 29 item version, the Cronbach Alphas ranged from 0.82 to 0.95. A similar trend was observed in studies conducted in South Africa (Anstey, 1989; Fritz, 1991 & Mlonzi, 1994). In a study conducted by Fritz (1991) amongst the data processing personnel, the Chronbach Alpha Co-efficients for the long version ranged from 0.70 to 0.87, whereas that of the short version for SOC showed a reliability of 0.72. Anstey's (1989) and Mlonzi's (1994) studies also reported high Chronbach Alphas of 0.84 and 0.74 respectively. On the other hand, in 16 studies that used SOC 13 version items, the Chronbach Alphas ranged from 0.74 to 0.91 (Antonovsky, 1993).

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4.2.2 SATISFACTION WITH LIFE

Satisfaction With Life was measured with a five item questionnaire anchored on a seven point scale. A copy of the Satisfaction With Life scale developed by Diener, Emmons, Larsen and Griffin (1985) is reproduced as Appendix 2. Participants were asked to indicate their agreement with each item by placing the appropriate number on the line preceding that item. Satisfaction With Life scale was preferred than the other measures of subjective well-being because of its length, simplicity and its good psychometric properties. Regarding its psychometric properties, a high internal consistency as well as high temporal reliability have been reported by Diener, et al (1985). In study 1 of the three studies designed to test the psychometric properties of the scale, Diener et al (1985) reported that test-retest correlation co-efficient was 0.82 and coefficient alpha was 0.87. Furthermore, the scale correlated moderately to highly with other measures of subjective well-being scales and correlated predictably with specific personality characteristics (Diener et al, 1985). The personality measures were self-esteem, 0.54, symptom checklist, -0.41, neuroticism, -0.48, emotionality, 0.20 and impulsivity, -0.03. The criterion validity of the scale was obtained in the third study designed to assess the psychometric properties of the scale on a geriatric population. The correlations for the five Satisfaction With Life scale items were 0.81., 0.63, 0.61, 0.75 and 0.66 again showing a good level of internal consistency for the scale (Diener et al, 1985).

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4.3 PROCEDURE

The subjects (N=100) were asked to complete the Satisfaction With Life and the Sense Of Coherence questionnaires. Data from 100 profiles were entered into a computer file. All the data including the created scores are listed in Appendix 1. Sex is coded as F (Female) and M (Male), Age is recorded in years; RACE as A (Black African), C (Coloured), I (Indian) and W (White), STD (Highest standard reached) ranged from 4-11. There was one subject who had tertiary training which was recorded as 11. The possible reason why there was only one person with post-matric education is the fact that most of the jobs offered at the department of manpower to workseekers are for semi-skilled and unskilled, requiring standard 10 or less education. Length of unemployment (LUN) is recorded in months and Marital status (MST) is coded as M (Married) and S (Single).

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The subject's two scores, one for Satisfaction With Life scale and the other for Sense Of Coherence scale were derived as follows:

The five questions for the Satisfaction With Life questionnaire were totalled to give the score labelled SL1 (see appendix 3). MSL1 represents the means of the Satisfaction With Life scores and SL1 is 5 times the MSL1 score to give the weighted total.

Appendix 3 also presents each subject's SOC scores. It should be noted however that there were items that had to be reversed in terms of Antonovsky's (1989) scoring method. These were items 1, 4, 5, 6, 7, 11, 13, 14, 16, 20, 23, 24, 17, 28, 29. The mean of

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the 29 items is given in the column MSOC and the weighted total (29 x MSOC) is given in column SOC.

4.4 METHOD OF ANALYSIS

The analysis of the data was conducted in a number of phases. In the first phase, descriptive statistics were generated showing means, standard deviations and the ranges. The product moment correlation co-efficients between all variables in the study were calculated to estimate their inter-correlation. The reliability of the questionnaires was determined through the computation of the Cronbach Alpha Co-efficients. According to Cortina (1993), the Cronbach Alpha Co-efficient justifies the communality and interrelatedness of items. It is also an indication of the instruments construct validity (Anastasi, 1981). Then a number of regressions were done to see whether all the variables could explain the Satisfaction With Life (SL1) and the Sense Of Coherence (SOC) scores.

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The Analysis of Variance (ANOVA) was performed to see whether there were any significant differences between the means of the different groups (see appendix 5).

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CHAPTER 5

5. RESULTS AND DISCUSSION

This chapter presents and discusses the results obtained in the present study. The first part will present the Chronbach Alphas Co-efficients of the SOC and SWL Scales. The second part will present the descriptive statistics. The third part will be a discussion of intercorrelations between all variables. The fourth part will be the presentation of regression analysis.

Table 5.1 presents the calculation of the Cronbach Alpha coefficient of the SOC scale as well as the correlations of each item with the total. As the table shows, the Chronbach Alpha in this study is 0.78. According to Cortina (1993), this is an acceptable Alpha Co-efficient.

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TABLE 5.1: CRONBACH ALPHA CO-EFFICIENTS OF THE SOC SCALE

	For Raw variables : 0.780582 For Standard variables : 0.780721			
	Raw variables		STD variables	
Deleted variables	Correlation with Total	Alpha	Correlation with Total	Alpha
Q1	0.184354	0.779545	0.189147	0.779554
Q2	0.298804	0.774162	0.297432	0.774344
Q3	0.257953	0.776068	0.257106	0.776296
Q4	0.069723	0.786184	0.071190	0.785114
Q5	0.287517	0.774717	0.283098	0.775039
Q6	0.315980	0.773403	0.314394	0.773518
Q7	0.320434	0.773017	0.324750	0.773013
Q8	0.243865	0.777057	0.249593	0.776658
Q9	0.242699	0.777424	0.245364	0.776862

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Q10	0.206087	0.778379	0.203104	0.778889
Q11	0.120211	0.781579	0.121816	0.782743
Q12	0.299428	0.774095	0.292977	0.774560
Q13	0.067053	0.783831	0.065551	0.785377
Q14	0.326282	0.772739	0.325899	0.772957
Q15	0.496305	0.764400	0.489963	0.764822
Q16	0.345267	0.771777	0.343521	0.772095
Q17	0.338810	0.772287	0.337359	0.772396
Q18	0.258715	0.776321	0.255015	0.776397
Q19	0.551733	0.761616	0.551067	0.761729
Q20	0.237348	0.777217	0.243839	0.776935
Q21	0.262603	0.775903	0.266902	0.775823
Q22	0.249588	0.776410	0.255367	0.776380
Q23	0.246032	0.776712	0.246129	0.776825
Q24	0.443528	0.767176	0.441990	0.767225
Q25	0.388536	0.769964	0.387856	0.769913
Q26	0.269825	0.775513	0.273544	0.775502
Q27	0.393155	0.770099	0.387631	0.769924
Q28	0.420220	0.767888	0.420905	0.768275
Q29	0.333839	0.772424	0.329000	0.772805

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Table 5.2 presents the estimates of the Chronbach Alpha Co-efficient for the Satisfaction With Life Scale as well as the correlation of each item with the total of items. The Chronbach Alpha in this study is 0.67. It is rated as medium reliability, but would be considered an adequate internal consistency (Cortina, 1993).

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TABLE 5.2: **CRONBACH ALPHA CO-EFFICIENT OF THE SATISFACTION WITH LIFE SCALE**

For Raw variables : 0.671211
For Standard variables : 0.668588

Deleted variables	Raw variables Correlation with Total	Alpha	STD. variables Correlation with Total	Alpha
SL1	0.388647	0.636217	0.384569	0.633947
SL2	0.506339	0.581364	0.498637	0.581479
SL3	0.604076	0.533072	0.604785	0.529419
SL4	0.281222	0.674619	0.280856	0.678652
SL5	0.360064	0.654156	0.359338	0.645081

Table 5.3 presents the descriptive statistics of the variables age, length of unemployment (LUN), Satisfaction With Life scale (SLI), and the Sense Of Coherence scale. The following data are provided for each variable: the mean, standard deviation, skewness and possible range.

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TABLE 5.3: **DESCRIPTIVE STATISTICS OF AGE, LENGTH OF UNEMPLOYMENT, SATISFACTION WITH LIFE AND SENSE OF COHERENCE SCALES.**

Variable	N	Mean	SD	Skewness	Range
AGE	100	26.1	6.73	3.81	19-43
LUN	100	23.68	20.37	2.09	2-96
SLI	100	14.48	5.78	0.48	5-30
SOC	100	119.70	21.46	-0.66	42-166

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The inspection of table 5.3 shows that the distribution for the length of unemployment variable is skewed with most of those unemployed for a long time at the lower end. The Satisfaction With Life variable showed a distribution which is somewhat skewed and could not be called a normal distribution. With regard to Sense Of Coherence scores, the distribution is much more regular and therefore, relatively normal.

5.1 CORRELATIONS BETWEEN ALL VARIABLES

Table 5.4 presents intercorrelations between all the variables in this study.

TABLE 5.4: CORRELATIONS BETWEEN ALL THE VARIABLES

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		1	2	3	4	5	6
1	SLI	1.00000					
		0.0000					
2	SOC	0.237	1.00000				
		0.0176	0.0000				
3	ISEX	-0.013	0.056	1.00000			
		0.9007	0.5787	0.0000			
4	AGE	0.128	0.042	0.136	1.00000		
		0.2040	0.6762	0.1768	0.0000		
5	STD	0.120	0.200	0.045	-0.216	1.00000	
		0.2355	0.0466	0.6555	0.0312	0.0000	
6	LUN	-0.052	-0.147	-0.008	0.235	-0.370	1.00000
		0.6063	0.1454	0.9370	0.0184	0.0002	0.0000
7	IMST	0.088	-0.034	-0.014	0.195	-0.251	0.015
		0.3842	0.7379	0.8901	0.0516	0.0116	0.8860

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As table 5.4 reflects, Sense Of Coherence correlated significantly with Satisfaction With Life (r=0.237; p=0.0176). This is statistically significant, as well as supporting the hypothesis that there is a positive correlation between Sense Of Coherence and Satisfaction With Life. This finding is consistent with the findings of other researchers (Fritz, 1989; Antonovsky & Sagy, 1994). In Fritz's (1989) study amongst the data processing personnel in a financial organisation, SOC positively correlated with job satisfaction and Satisfaction With Life. The magnitude of correlation between SOC and job satisfaction was r=.14 (p=<001) and that of SOC and Satisfaction With Life was r=0.7 (p<.05). It is interesting to note that in Fritz's (1989) study only one item was used to measure Satisfaction With Life.

The finding reported above suggests that there is a positive relationship between a person's Sense Of Coherence and his/her Satisfaction With Life. The stronger the SOC the more satisfied a person tends to be with his/her life. This means that a person with a strong SOC will be able to draw readily on a range of General Resistance Resources (GRR's) and be able to integrate this with the way in which one perceives his/her life experiences as comprehensible, manageable and meaningful. On the other hand, the weaker the SOC the less satisfied with life a person tends to be. A person with a weak SOC has an access to a limited range or GRR's and may in turn find it difficult to make sense out of his or her life experiences and may find them to be chaotic, incomprehensible, unmanageable and meaningless.

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However, it is worth noting that whilst GRR's are available, it is up to the individual to mobilise these resources and convert them into a means of managing stressors. According to Antonovsky (1984), a person with a strong SOC is more likely to show readiness and willingness to exploit the resources that they have at their disposal.

Other variables that were significant were Standard of education (STD) and Sense Of Coherence (SOC); STD and AGE; Length of Unemployment (LUN) and Satisfaction With Life; LUN and AGE; LUN and STD; Marital Status (MST) and STD.

A low positive relationship was found between the standard of education and Sense Of Coherence (r=0,199; p=0,0466). This finding shows that education does shape a person's attitude towards the stress of unemployment. In other words, people with higher education tend to have a positive attitude towards the difficult times they have experienced in life. They also tend to regard these difficult times as challenges that are worth engaging in. Furthermore, people with higher education tend to get social contacts to buffer or reduce the stress of unemployment. As a result they tend to be in control of their lives.

Standard of education correlated negatively with age (r=-0,216; p=0,0312). This indicates that those people with higher education tended to be younger as compared to older people who were less educated in this sample. The reason for this may be that under the apartheid era, very few educational opportunities were

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available for people from the disadvantaged communities (Africans, Coloureds and Indians). Thus, older people did not get a chance of going to school to develop themselves and to gain skills which will enable them to make meaningful contributions at their workplaces and in the country as a whole. However, under the present government, there are educational opportunities available for those people who were previously disadvantaged (i.e bursaries and student loans).

Furthermore, although statistically this finding is not significant in this sample, there is a tendency towards negative relationship between Satisfaction With Life and the length of unemployment (r=-0,052; p=0,6063). This finding may mean that people who have been unemployed for more years are not satisfied with their lives. It may be due to the fact that resources that were available for them in dealing with unemployment may be exhausted as they are under pressure to fulfil their roles and commitments. As a result of being unemployed for a longer period, they may tend to adopt a negative attitude towards unemployment.

Again, length of unemployment correlated positively with age (r=0,235; p=0.0184) meaning that younger people had been unemployed for fewer years while older people had been unemployed for more years. The reason for this finding may be the fact that younger people have just left school or just matriculated in comparison to older people who had left school a long time ago, and had been unemployed for a longer period.

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A negative correlation was found between length of unemployment and standard of education (r=-0,370; p=0,0002). This correlation indicates that people who were unemployed for fewer years had higher education while people who were unemployed for more years were less educated. The reason for this may be that educated people are more well trained and equipped with job hunting skills such as how to make a curriculum vitae and what is expected from them during the job interview than the less educated people.

Finally, marital status correlated negatively with standard of education. The magnitude of the relationship between marital status and standard of education is (r=-0,251; p=0,0116). This shows that single people had higher education as compared to married people with less education. It is presumed that married people are older and single people are younger and since older people were earlier found to be less educated, this finding makes sense. Thus, to address the problems of unemployment, it seems reasonable to consider uplifting the levels of literacy amongst disadvantaged communities in South Africa. One of the tools for achieving this goal could be the introduction of adult basic education both at work and in the community.

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5.2 REGRESSION ANALYSIS

5.2.1 EFFECT OF RACE ON SL1

This was tried in three ways. Including Indians as a separate group, the F ratio for Race is not statistically significant ($F(3,96)$=0,24, p=0.8669), indicating that there is no significant

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racial difference on SL1 scores. Excluding the Indian subjects altogether, the F ratio for race is again not statistically significant ($F(2,97)=0.28$, $p=0.7564$), indicating that the SLI scores for the three race groups (Africans, Coloureds and Whites) do not differ significantly. Putting the Indian subjects together with the Coloureds, again the F ratio for race is not statistically significant ($F(2,97)=0.27$, $p=0.7605$), indicating that the SLI scores for the four groups (Africans, Coloureds, Indians and Whites) are similar. However, contrasting results were found in a survey conducted by the HSRC (1983) among a cross-section of township dwellers in major metropolitan areas throughout South Africa. In this survey, unemployed black South Africans from urban and rural areas perceived life to be less satisfactory than the average township dweller, whose perceived level of well being in turn is approximately half as high as that of the average white South African urban dweller (Moller, 1992). Again, in a 1983 nation wide survey, Moller (1988) found that the quality of life among Blacks was generally depressed relative to all other race groups. Even though they may be depressed, this does not necessarily mean that they are dissatisfied with their lives. It may be argued that those with a weaker SOC may have some feelings of dissatisfaction with their lives, whereas those with a stronger SOC may have unlimited GRRs that may help them cope better.

5.2.2 EFFECT OF RACE ON SENSE OF COHERENCE

Including Indians as a separate group, the F ratio for race is not statistically significant ($F(3,96)=1.10$, $p=0.3519$),

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indicating that the SOC scores for the 4 different race groups are almost similar. On the other hand, when excluding the Indian subjects altogether the F ratio for race is still not statistically significant ($F(2,90)=1.77$, $p=0.1746$), indicating that the SOC scores for the three race groups (Africans, Coloureds and Whites) are similar. Putting the Indian subjects together with the Coloureds, again the F ratio for race is not statistically significant ($F(2,97)=1.64$, $p=0.1989$), indicating that there is no significant difference on SOC scores between the different racial groups (Africans, Coloureds+Indians and Whites).

5.2.3 EFFECT OF SEX, LEVEL OF EDUCATION, LENGTH OF UNEMPLOYMENT AND MARITAL STATUS ON SATISFACTION WITH LIFE.

5.2.3.1 SEX

The obtained F ratio ($F(1,98)=0.02$, $p=0.9007$) is not statistically significant, indicating that there are no significant gender differences on Satisfaction With Life scores.

5.2.3.2 MARITAL STATUS

The obtained F ratio ($F(1,98)=0.76$; $p=0.3842$) is not statistically significant, indicating that there is no significant difference between the scores of the single and married subjects on the Satisfaction With Life scale.

5.2.3.3 LEVEL OF EDUCATION

For this analysis the levels of education were divided into 3 groups; STD 6 and less (Group 1), STD 7-9 (Group 2) and STD 10

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and above (Group 3). The F ratio (F(2,97)=1.36, p=0.2604) is not statistically significant, indicating that there is no significant difference on the Satisfaction With Life scores amongst the three education level groups. Contrasting results were found in a study conducted by Moller (1992) amongst people with the educational level of standard 6, 9 and higher. The results of his study indicated that people with higher education have confidence, less loss of morale than less educated people.

5.2.3.4 AGE

For this analysis the subjects were divided into 2 age groups, 25 years or less (Group 1) and older than 25 years (Group 2). The obtained F ratio (F(1,98)=7.39, p=0.0078) is statistically significant. From the means we can see that the older group appear to have greater Satisfaction With Life. One might argue that older people may have greater mental resources and life experiences to cope with stress of being unemployed. But although they might have all these resources, they may be exhausted or consumed by pressures of time and family commitments. In addition to this, Moller (1988) assumed that there is a marked negative shift in perceived quality of life when unemployment is associated with younger people. On the other hand, Moller (1992) contended that young people seem to be impatient and have high expectations which might intensify feelings of frustrations and anger which accompany unemployment. Moreover, their ambition is compounded by the failure to find employment which will make the majority of them generally unhappy and not satisfied with their lives due to their inability to reach their goals and

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expectations of the future.

5.2.3.5 LENGTH OF UNEMPLOYMENT

For this analysis the subjects were divided into 4 groups. Those who have been unemployed for less than a year (Group 1), those who have been unemployed for 12-23 months (group, 2), those unemployed for 24-35 months (group 3) and those unemployed for more than 3 years (group 4). The F ratio ($F(3,96)=0.20$, $p=0.8946$) is not statistically significant indicating that no relationship exists between length of unemployment and Satisfaction With Life in this sample.

5.2.4 EFFECT OF SEX, LEVEL OF EDUCATION, LENGTH OF UNEMPLOYMENT AND MARITAL STATUS ON SOC.

5.2.4.1 SEX

The F ratio ($F(1,98)=0.31$ $p=0.5787$) is not statistically significant, indicating that there are no gender differences on the Sense Of Coherence scores.

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5.2.4.2 MARITAL STATUS

The F ratio ($F(1,98)=0.11$, $p=0.7379$) is not statistically significant indicating that there is no difference on the SOC scores of the single and married subjects.

5.2.4.3 LEVEL OF EDUCATION

For this analysis the levels of education were also divided into 3 groups. Std 6 & less (Group 1); Std 7-9 (Group 2) and STD 10 & above (Group 3). The obtained F ratio ($F(2,97)=2.16$, $p=0.1213$)

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is not statistically significant, indicating that there is no difference on the SOC scores amongst the 3 education level groups.

5.2.4.4 AGE

Again for this analysis the subjects were divided into 2 age groups (Older and younger groups). The F ratio F(1,98)=0.41, p=0.5232); this is also not statistically significant. This indicates that there is no difference between the scores of the older and younger groups on Sense Of Coherence.

5.2.4.5 LENGTH OF UNEMPLOYMENT

For this analysis subjects were divided into 4 groups of unemployed.

Unemployed for less than a year (Group 1)

Unemployed for 12-23 months (Group 2)

Unemployed for 24-35 months (Group 3)

Unemployed for more than 3 years (Group 4)

The F ratio (F(3,96)=1.62, p=0.1894) is not statistically significant indicating that there is no difference in the SOC scores of the 4 unemployed groups. Furthermore, the General Linear Model Analysis to test whether there is a difference between those subjects who were unemployed for 6 months and those who had been unemployed for more than 6 months on the SLI and SOC indicated that there was no difference for either measure. Again results of the ANOVA method for both the SOC and the SLI showed that in neither case is there a significant difference between the scores of the recent school leavers and the rest of the sample.

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Because all other variables in this study did not reach the level of significance, most of the hypotheses were not supported by its findings. Only the hypothesis that there is a positive relationship between the Sense Of Coherence and Satisfaction With Life was supported (r=0.237; p=0.0176), explaining 5,62% of the variance.

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CHAPTER 6

6. IMPLICATIONS AND CONCLUSION

The aim of this chapter is to discuss the implications of the findings of the present research and to conclude with suggestions for future research.

The findings of this study showed that the Sense Of Coherence correlated significantly with Satisfaction With Life. This finding suggests that there is a positive relationship between a person's SOC and his/her Satisfaction With Life. The findings of this study also showed that younger people had higher levels of education and had been unemployed for fewer years. In comparison, older participants appeared to be less educated and experienced unemployment for many years. The implications of this study given the results are that education is to be used as a vehicle for preparing younger people for effective contributions to social and economic development. Therefore, the systems of education should adapt and re-orient curricula to the requirements of such development. According to Grey-Johnson (1990) the importance attached to paper qualifications in getting jobs has generated too much pressure for the expansion of formal education and has distorted the content of education by making each cycle of education concentrate exclusively on the preparation of students for the next level, ignoring the skill requirements for entry into a productive working life. This is unwholesome both to the economy and to the large number of school

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leavers. Efforts to resolve this situation should place emphasis on adapting education to the requirements of employment, re-orienting education to the changing socio-economic circumstances of the country and putting more emphasis on the acquisition of skills and practical knowledge.

Klopper, (1995) pointed out that in the development and implementation of national education policies, emphasis should be placed on the integration of non-formal education such as basic and general education, leadership and civil services, artisanal and vocational training and farming and agriculture. Such integration should be encouraged as a supplement or alternative to formal education so as to ensure that younger people who dropped out of the formal system have an opportunity to develop some knowledge and skills of use to themselves and to the society. Furthermore, non-formal education programmes should place emphasis on literacy with a view to cater for those who had no chance of getting into formal system of education and to develop in them skills they will use and make meaningful contribution to the economy of the country.

In spite of the problems in conducting research in this area, it is still important to continue with the study of unemployment and in particular to search for new ideas as to how to improve the quality of life of the unemployed. Researchers could undertake valuable projects on unemployment. These research projects can be published and made available to unemployment organisations, libraries as well as resource centres. It is a pity that

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unemployed subjects tend to be impatient and lack enthusiasm for completing long questionnaires. This problem made it almost impossible to include other variables such as Negative Affectivity (NA), Locus of Control and Social Support. It is strongly felt that studies of this nature are needed in future.

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APPENDIX 1: SENSE OF COHERENCE SCALE

Before answering the questions on the questionnaire below, please supply the following data about yourself:

(Please be assured that the information you have given out will solely be used for research purposes and will thus be treated with the utmost confidentiality).

Name: .....

Address: .....

Tel no: .....

Gender: .....

Home Language: .....

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ORIENTATION TO LIFE QUESTIONNAIRE

Here is a series of questions relating to various aspects of our lives. Each question has seven possible answers. Please mark the number which expresses your answer, with numbers 1 and 7 being the extreme answers. If the words under 7 is right for you, circle 7. If you feel differently, circle the number which best expresses your feeling. Please give only one answer to each question.

1. When you talk to people, do you have the feeling that they don't understand you?

1	2	3	4	5	6	7
never have this feeling						always have this feeling

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2. In the past, when you had to do something which depended upon cooperation with others, did you have the feeling that it:

1	2	3	4	5	6	7
surely wouldn't get done						surely would get done

3. Think of the people with whom you come into contact daily, aside from the ones to whom you feel closest. How well do you know most of them?

1	2	3	4	5	6	7
you feel that they're strangers						you know them very well

4. Do you have the feeling that you don't really care about what goes on around you?

1	2	3	4	5	6	7
very seldom or never						very often

5. Has it happened in the past that you were surprised by the behavior of people whom you thought you know well?

1	2	3	4	5	6	7
never happened						always happened

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6. Has it happened that people whom you counted on disappointed you?

1	2	3	4	5	6	7
never happened						always happened

7. Life is:

1	2	3	4	5	6	7
full of interest						completely unroutine

8. Until now your life has had:

1	2	3	4	5	6	7
no clear goals or purpose at all						very clear goals and purpose

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9. Do you have the feeling that you're being treated unfairly?

1	2	3	4	5	6	7
very often						very seldom

10. In the past ten years your life has been:

1	2	3	4	5	6	7
full of changes without your knowing what will happen next						completely consistent and clear

11. Most of the things you do in the future will probably:

1	2	3	4	5	6	7
completely fascinating						deadly boring

12. Do you have the feeling that you are in an unfamiliar situation and don't know what to do?

1	2	3	4	5	6	7
very often						very seldom or never

13. What best describes how you see life:

1	2	3	4	5	6	7
one can always find a solution to painful things in life						there is no solution to painful things in life

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14. When you think about your life, you very often:

1	2	3	4	5	6	7
feel how good it is to be alive						ask yourself why you exist at all

15. When you face a difficult problem, the choice of a solution is:

1	2	3	4	5	6	7
always con-fusing and hard to find						always completely clear

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16. Doing the things you do every day is:

1	2	3	4	5	6	7
a source of deep pleasure and satisfaction						a source pain and boredom

17. Your life in the future will probably be:

1	2	3	4	5	6	7
full of changes without your knowing what will happen next						completely consistent and clear

18. When something unpleasant happened in the past your tendency was:

1	2	3	4	5	6	7
to feel very upset about it						to say "ok, that's that I have to live with it," and go on

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19. Do you have very mixed-up feelings and ideas?

1	2	3	4	5	6	7
very often						very seldom or never

20. When you do something that gives you a good feeling:

1	2	3	4	5	6	7
it's certain that you'll go on feeling good						it's certain that something will happen to spoil that feeling

21. Does it happen that you have feelings inside that you would rather not feel?

1	2	3	4	5	6	7
very often						very seldom or never

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22. You anticipate that your personal life in the future will be:

1	2	3	4	5	6	7
totally without meaning and purpose						full of meaning and purpose

23. Do you think that there will always be people whom you'll be able to count on in the future?

1	2	3	4	5	6	7
you're certain there will be						you doubt there will be

24. Does it happen that you have the feeling that you don't know exactly what's about to happen?

1	2	3	4	5	6	7
very often						very seldom or never

25. Many people - even those with a strong character - sometimes feel like losers ("sad sacks") or blunderers in certain situations. How often have you felt this way in the past?

1	2	3	4	5	6	7
never						very often

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26. When something happened, have you generally found that:

1	2	3	4	5	6	7
you overestimated or underestimated its importance						you saw things in the right proportion

27. When you think of difficulties you are likely to face in important aspects of your life, do you have the feeling that:

1	2	3	4	5	6	7
you will always succeed in overcoming the difficulties						you won't succeed in overcoming the difficulties

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28. How often do you have the feeling that there's little meaning in the things you do in your daily life?

1	2	3	4	5	6	7
never						very often

29. How often do you have the feelings that you're not sure you can keep under control?

1	2	3	4	5	6	7
never						very often

THE PANAS

This scale consists of a number of words that describe different feelings and emotions. Read each item and then mark the appropriate answer in the space next to that word. Indicate to what extent you generally feel this way, that is, how you feel on average.

1	2	3	4	5
very slightly or not at all	a little	moderately	quite a bit	extremely

30. _____	interested	40. _____	irritable
31. _____	distressed	41. _____	alert
32. _____	excited	42 _____	ashamed
33. _____	upset	43 _____	inspired
34. _____	strong	44. _____	nervous
35. _____	guilty	45. _____	determined
36. _____	scared	46. _____	attentive
37. _____	hostile	47. _____	jittery
38. _____	enthusiastic	48. _____	active
39. _____	proud	49. _____	afraid

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APPENDIX 2: SATISFACTION WITH LIFE SCALE

Below are five statements with which you may agree or disagree. Using the 1-7 scale below, indicate your agreement with each item by placing the appropriate number on the line preceding that item. Please be open and honest in your responding.

1. IN MOST WAYS MY LIFE IS CLOSE TO MY IDEAL.

1=Strongly disagree 2=Disagree 3=Slightly disagree 4=Neither agree nor disagree 5=Slightly agree 6=Agree 7=Strongly agree.

2. THE CONDITIONS OF MY LIFE ARE EXCELLENT.

1=Strongly disagree 2=Disagree 3=Slightly disagree 4=Neither agree nor disagree 5=Slightly agree 6=Agree 7=Strongly agree.

3. I AM SATISFIED WITH MY LIFE.

1=Strongly disagree 2=Disagree 3=Slightly disagree 4=Neither agree nor disagree 5=Slightly agree 6=Agree 7=Strongly agree.

4. SO FAR I HAVE GOTTEN THE IMPORTANT THINGS I WANT IN LIFE.

1=Strongly disagree 2=Disagree 3=Slightly disagree 4=Neither agree nor disagree 5=Slightly agree 6=Agree 7=Strongly agree.

5. IF I COULD LIVE MY LIFE OVER, I WOULD CHANGE ALMOST NOTHING.

1=Strongly disagree 2=Disagree 3=Slightly disagree 4=Neither agree nor disagree 5=Slightly agree 6=Agree 7=Strongly agree.

I WILL HIGHLY APPRECIATE IT IF YOU COULD PROVIDE ME WITH THE FOLLOWING INFORMATION.

Name.....Gender.....Age.....Race.....

Highest standard passed.....Length of employment.....

Marital status.....

****** THANK YOU FOR YOUR COOPERATION ******

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APPENDIX 3: COMPLETE DATA SET

OBS	ID	SEX	AGE	RACE	STD	LUN	MST	SLI	MSLI	SOC	MSOC
1	1	F	27	W	9	24	M	30	6.0	151.000	5.20690
2	2	F	25	W	8	60	M	8	1.6	107.000	3.68966
3	3	M	18	W	10	3	S	13	2.6	122.000	4.20690
4	4	M	22	A	7	15	S	14	2.8	126.000	4.34483
5	5	F	25	W	10	3	S	14	2.8	124.000	4.27586
6	6	F	28	A	10	4	S	24	4.8	150.000	5.17241
7	7	F	27	A	9	12	S	10	2.0	117.000	4.03448
8	8	M	26	A	10	4	S	19	3.8	126.357	4.35714
9	9	M	26	W	10	14	S	26	5.2	154.000	5.31034
10	10	F	23	C	7	48	M	11	2.2	88.000	3.03448
11	11	M	20	W	8	48	S	10	2.0	101.000	3.48276
12	12	F	21	W	9	36	S	8	1.6	83.000	2.86207
13	13	F	28	W	8	12	S	8	1.6	134.643	4.64286
14	14	M	28	W	9	12	M	13	2.6	117.000	4.03448
15	15	M	26	C	6	12	S	14	2.8	106.000	3.65517
16	16	F	24	C	9	24	S	12	2.4	89.000	3.06897
17	17	M	25	A	7	48	S	18	3.6	116.000	4.00000
18	18	F	25	C	6	15	M	12	2.4	101.000	3.48276
19	19	M	21	C	8	19	S	10	2.0	165.000	5.68966
20	20	M	23	I	10	14	M	17	3.4	147.000	5.06897
21	21	F	22	C	7	17	M	11	2.2	88.000	3.03448
22	22	F	24	C	9	12	M	10	2.0	91.000	3.13793
23	23	F	23	C	6	12	M	21	4.2	110.000	3.79310
24	24	M	29	W	7	36	M	22	4.4	42.000	1.44828
25	25	F	20	C	7	12	S	25	5.0	137.000	4.72414
26	26	M	32	A	10	5	S	14	2.8	128.000	4.41379
27	27	F	25	W	8	24	M	11	2.2	138.000	4.75862
28	28	M	37	C	7	15	M	13	2.6	117.000	4.03448
29	29	M	18	A	8	18	S	7	1.4	111.857	3.85714
30	30	M	25	A	6	24	S	5	1.0	109.786	3.78571
31	31	F	27	A	5	48	S	8	1.6	113.769	3.92308
32	32	M	43	A	6	96	S	8	1.6	119.480	4.12000
33	33	F	33	A	8	48	S	5	1.0	116.000	4.00000
34	34	M	22	I	8	12	S	9	1.8	103.000	3.55172
35	35	F	26	W	8	24	M	9	1.8	134.000	4.62069
36	36	F	21	W	7	36	S	6	1.2	121.000	4.17241
37	37	M	27	I	10	12	M	10	2.0	148.000	5.10345
38	38	F	29	W	10	14	S	19	3.8	122.000	4.20690

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OBS	ID	SEX	AGE	RACE	STD	LUN	MST	SLI	MSLI	SOC	MSOC
39	39	M	32	W	10	30	S	17	3.4	134.000	4.62069
40	40	M	31	C	8	36	M	20	4.0	110.423	3.80769
41	41	M	27	A	6	12	S	27	5.4	149.000	5.13793
42	42	F	34	C	10	12	S	20	4.0	146.000	5.03448
43	43	M	27	C	10	13	S	20	4.0	141.000	4.86207
44	44	M	26	I	7	18	S	12	2.4	124.000	4.27586
45	45	M	28	W	8	12	M	15	3.0	126.741	4.37037
46	46	F	19	C	10	4	S	13	2.6	110.000	3.79310
47	47	M	31	I	8	12	M	18	3.6	119.000	4.10345
48	48	M	31	C	7	36	S	23	4.6	124.000	4.27586
49	49	M	26	C	8	34	S	11	2.2	91.000	3.13793
50	50	F	24	W	8	12	M	14	2.8	108.750	3.75000
51	51	M	24	C	6	48	M	15	3.0	136.000	4.68966
52	52	M	32	W	6	24	M	5	1.0	105.000	3.62069
53	53	F	29	A	7	48	M	20	4.0	151.000	5.20690
54	54	M	25	A	9	24	S	5	1.0	143.000	4.93103
55	55	F	28	A	9	24	M	17	3.4	132.000	4.55172
56	56	M	26	C	9	24	S	19	3.8	107.000	3.68966
57	57	M	19	A	10	2	S	15	3.0	116.000	4.00000
58	58	M	20	W	10	36	S	22	4.4	136.000	4.68966
59	59	F	28	W	10	2	S	8	1.6	140.000	4.82759
60	60	M	25	W	8	18	S	10	2.0	128.000	4.41379
61	61	F	18	C	10	3	S	12	2.4	86.000	2.96552
62	62	F	18	C	10	3	S	13	2.6	124.000	4.27586
63	63	M	29	C	8	9	M	20	4.0	125.000	4.31034
64	64	M	21	C	10	48	S	12	2.4	125.000	4.31034
65	65	F	28	C	8	24	S	18	3.6	139.000	4.79310
66	66	F	24	C	10	3	S	15	3.0	102.000	3.51724
67	67	F	20	C	7	24	S	20	4.0	120.000	4.13793
68	68	F	26	W	10	3	S	10	2.0	104.000	3.58621
69	69	M	30	A	10	24	S	9	1.8	156.000	5.37931
70	70	F	19	C	10	3	S	10	2.0	90.000	3.10345
71	71	F	20	C	10	4	S	23	4.6	134.000	4.62069
72	72	M	31	C	10	14	M	22	4.4	125.000	4.31034
73	73	M	20	A	10	24	S	10	2.0	104.185	3.59259
74	74	M	28	C	10	36	S	12	2.4	107.000	3.68966
75	75	F	26	A	11	24	S	26	5.2	146.000	5.03448
76	76	M	20	C	10	24	S	14	2.8	119.107	4.10714
77	77	M	26	A	10	13	M	17	3.4	139.000	4.79310

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OBS	ID	SEX	AGE	RACE	STD	LUN	MST	SLI	MSLI	SOC	MSOC
78	78	M	25	C	10	18	S	14	2.8	120.000	4.13793
79	79	M	25	A	9	48	S	18	3.6	113.000	3.89655
80	80	M	22	A	10	5	S	14	2.8	166.000	5.72414
81	81	M	33	A	8	24	S	14	2.8	126.000	4.34483
82	82	M	23	A	9	12	S	13	2.6	138.000	4.75862
83	83	F	27	A	10	96	S	27	5.4	89.000	3.06897
84	84	M	28	C	8	36	S	9	1.8	71.000	2.44828
85	85	M	22	W	8	24	M	20	4.0	135.000	4.65517
86	86	F	32	A	8	48	S	12	2.4	122.000	4.20690
87	87	F	31	A	6	24	M	14	2.8	114.000	3.93103
88	88	M	29	A	10	4	S	20	4.0	101.000	3.48276
89	89	F	23	C	10	4	S	6	1.2	121.000	4.17241
90	90	M	20	C	10	12	S	6	1.2	117.000	4.03448
91	91	M	26	A	10	24	S	17	3.4	125.000	4.31034
92	92	F	21	I	10	3	S	20	4.0	130.000	4.48276
93	93	F	21	C	10	18	S	17	3.4	127.000	4.37931
94	94	F	18	C	5	48	S	17	3.4	107.714	3.71429
95	95	F	20	A	10	12	S	11	2.2	110.000	3.79310
96	96	F	22	C	9	36	S	12	2.4	140.000	4.82759
97	97	F	21	C	7	60	S	8	1.6	142.000	4.89655
98	98	F	36	A	8	24	S	25	5.0	115.000	3.96552
99	99	F	32	A	4	24	S	17	3.4	110.821	3.82143
100	100	M	29	I	8	12	S	10	2.0	54.000	1.86207

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APPENDIX 4

REGRESSION OF BIOGRAPHIC DATA AGAINST SATISFACTION WITH LIFE

Model: MODEL1
Dependent Variable: SLI

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>f
Model	8	220.17601	27.52200	0.814	0.5921
Error	91	3076.66399	33.80949		
C Total	99	3296.84000			

Root MSE	5.81459	R-square	0.0668
Dep Mean	14.54000	Adj R-sq	-0.0153
C.V.	39.99032		

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for HO: Parameter=0	Prob > |T|
INTERCEPT	1	2.864029	5.68949741	0.503	0.6159
ISEX	1	-0.382909	1.20440097	-0.318	0.7513
AGE	1	0.185663	0.13772807	1.348	0.1810
STD	1	0.685393	0.43027677	1.593	0.1146
LUN	1	-0.012397	0.03622754	-0.342	0.7330
IMST	1	1.761857	1.45328532	1.212	0.2285
X1	1	1.634716	1.69326553	0.965	0.3369
X2	1	1.559838	1.56648412	0.996	0.3220
X3	1	-0.150002	2.57661548	-0.058	0.9537

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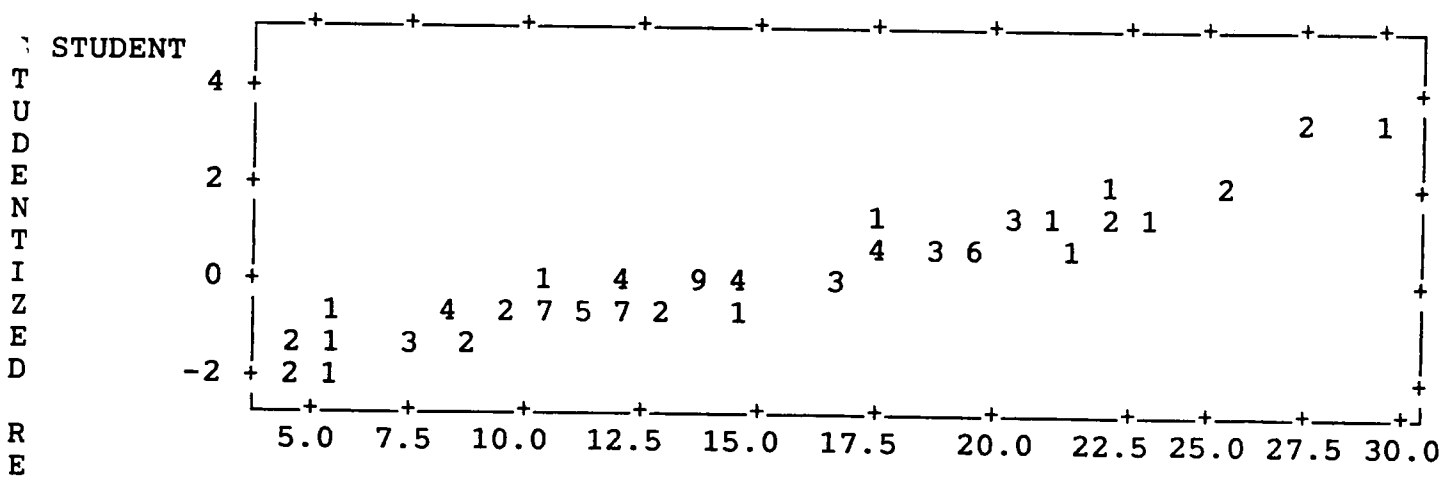

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APPENDIX 5

REGRESSION OF BIOGRAPHIC DATA AGAINST SENSE OF COHERENCE

Model: MODEL1
Dependent Variable: SCO

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>f
Model	8	4155.23823	519.40478	1.142	0.3432
Error	91	41381.58441	454.74269		
C Total	99	45536.82264			

Root MSE	21.32470	R-square	0.0913
Dep Mean	119.92634	Adj R-sq	0.0114
C.V.	17.78150		

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for HO: Parameter=0	Prob>|T|
INTERCEP	1	95.646490	20.86591471	4.584	0.0001
ISEX	1	1.258323	4.41707342	0.285	0.7764
AGE	1	0.215443	0.50511003	0.427	0.6707
STD	1	2.450764	1.57801609	1.553	0.1239
LUN	1	-0.151868	0.13286248	-1.143	0.2560
IMST	1	1.768364	5.32984293	0.332	0.7408
X1	1	5.935132	6.20995697	0.956	0.3417
X2	1	-3.594020	5.74499320	-0.626	0.5331
X3	1	-4.690907	9.44959369	-0.496	0.6208

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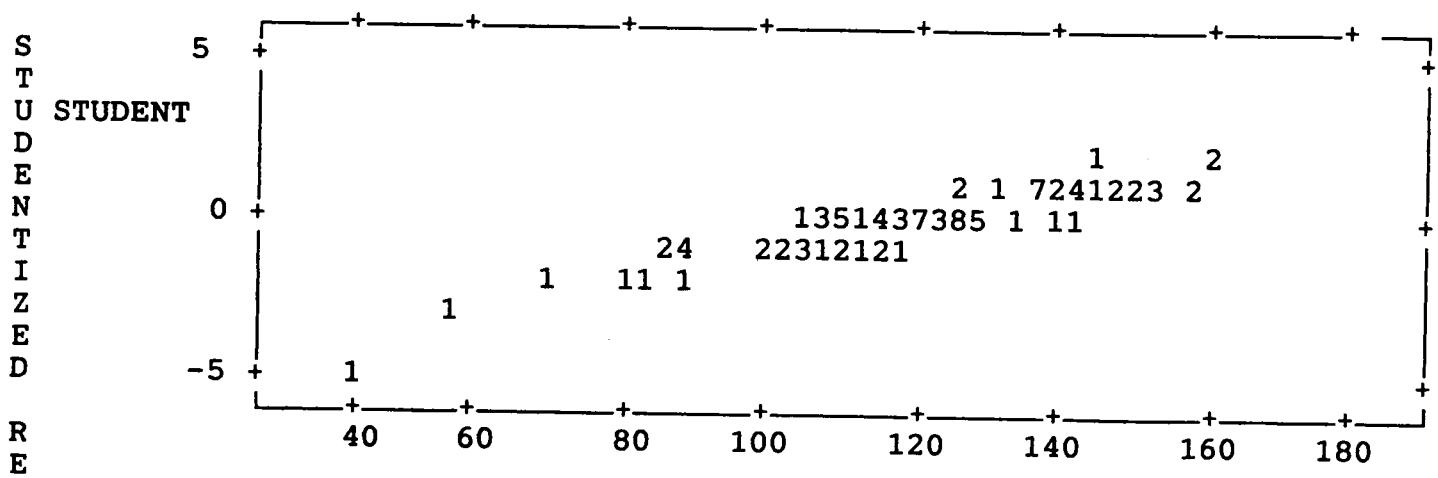

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