

OPTIMISM IN RELATION TO ATTRIBUTION OF SUCCESS AND FAILURE AMONG RAILWAY EMPLOYEES

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ABSTRACT

Optimism is the tendency to accept the best, favorable outcome and the attitude in which the people increase their rate of success in an organizational work performance. It is one's admirable quality that can positively affect mental and physical health. The invincible aspect of optimism helps us to organize time and space in our job and makes our job more successful. It helps us be happier, healthier. Optimism may even help people live longer.

Furthermore, Optimism can protect the people who are at risk for it. It makes us resistant to stress. The best aspect of optimism we can learn it, even if our outlook tends to be pessimistic.

The result indicates that there is a positive correlation between optimism and success which indicates employees high on optimism will rate success higher. Success means something accomplished, especially by superior ability, special effort, great courage etc.; a great or heroic deed: his remarkable achievements.

Optimism and success have a direct relationship between each other i.e. high optimism results into high rating of success.

It has been seen that optimism gives way to qualities like hard work, confidence and risk taking activities which in turn results in success of an individual for a desirable or intended objective or outcome. There is an inverse relationship between optimism and failure i.e. lower rate of optimism will result in high self rating of failure. It has been seen that individuals with low optimism have characteristics like; negative attitudes towards tasks which leads to failure. Failure is the state or condition not getting desirable goals.

Here in the present study on optimism in relation to attribution of success and failure among employees of Jaipur, Ajmer, Jodhpur & Bikaner Divisions of Indian railways (North Western Railway). There is positive relationship between optimism and success. Also there is an inverse relationship between optimism and failure.

Keywords : Optimism, Success, Failure, Railway, Hardwork, Confidence, Altitude.

INTRODUCTION AND BACKGROUND

Optimism

The Oxford English Dictionary defines optimism as having "hopefulness and confidence about the future or successful outcome of something; a tendency to take a favorable or hopeful view." The term derives from the Latin *optimum*, meaning "best". Being optimistic, in the typical sense of the word, is defined as expecting the best possible outcome from any given situation. Optimism is looking the bright side or more favorable side of events

and simply anticipating the best possible result in any situation.

"Is the glass half empty or half full?" is a common expression, a proverbial phrase, generally used rhetorically to indicate that a particular situation could be a cause for Pessimism (half empty) or Optimism (half full), or as a general litmus test to simply determine an individual's worldview.

Some of the studies explore that the optimism helps the people being emotionally and physically healthier. The

relationship between optimism and health has also been studied with regards to physical symptoms, coping strategies and negative affect for those suffering from rheumatoid arthritis, asthma, and fibromyalgia. The optimists find healthier and more successful to achieve their goals. They don't give up easily as pessimists, and they are more likely to achieve success because of it. They see the opportunity in any difficulty. In other words Optimism and health are correlated moderately.

Optimism affects every individual going through life's struggles daily.

THE BENEFITS OF OPTIMISM

Physical health : Optimism increase longevity and promotes healthy living. Optimists were significantly healthier at the age of 25 then pessimists at ages 45; furthermore some other studies show that pessimists have higher rates of poor health, infectious disease and earlier mortality.

Emotional Health : Optimisms promotes happiness, self confidence and reduces the level of stress, frustration and worries. It gives the peace of mind following create a positive attitude. It boosts self esteem and increase mental flexibility.

Persistence : Optimists are persistent, they don't give up easily as pessimists. And due to this persistence they achieve their goals. An optimist is able to persist and turn his failure into success. For instance Donald Trump, have been bankrupt (even multiple times), but have been able to persist and turn his failures into millions.

Less Stress : Optimism helps to reduce stress in daily life. Because Optimists believes that they are able to face and resolve the problems, they expect favorable and good things to happen in their life. They see positive events as a hint to happen good in future and they believe that the negative events are minor setbacks to be easily overcome. Consequently, they achieve their goals easily and are less stressed.

Additionally, research shows that optimism allows developing the attribute of patience and improves physiological and psychological well being. It increases the level of motivation.

SUCCESS AND FAILURE

SUCCESS

Success means something accomplished, especially by superior ability, special effort, great courage, etc.; a great

or heroic deed: his remarkable achievements. Additionally getting the desirable goals.

CHARACTERISTICS OF SUCCESS

Personal Accountability : Personal accountability is not about perfection; it's about effort, giving ones 100 percent to a work.

Resiliency : Ability of responding confidently to difficult situations of life and overcoming them.

Interpersonal Skills : The ability to communicate, to ask questions of others who have achieved what you are seeking, to listen and to respond are all valuable tools.

Continuous Learning : Learning is a continuous process, and to learn with changing time make a man into a successful individual.

FAILURE

Failure is the state or condition of not meeting a desirable or intended objective or outcome.

TYPES OF FAILURE

1. Failure to anticipate
2. Failure to perceive
3. Failure to carry out a task

RESEARCH METHODOLOGY

Objective of Study : The objective of this study was to understand the role of optimism on attribution to success and failure of employees working in Jaipur, Ajmer, Jodhpur & Bikaner Divisions of Indian railways (North Western Railway).

Materials and Methods : The sample size of the study (n=50) was drawn from male and female employees of group C & D, working in Jaipur, Ajmer, Jodhpur & Bikaner Divisions of Indian railways (North Western Railway). The optimism and pessimism Scale by Manika Mohan, Meena Jain and Janki Moorjani & Attribution of Success and Failure Inventory- General (ASUFA-G) by Udai Pareek, tools have used to measure the variable and the purposive sampling technique has used for selection of the sample in the present study.

SCORING

Measurement tools and their description:

1. **Optimism:** Optimism and pessimism Scale by Manika Mohan, Meena Jain and Janki Moorjani.

The performance sheet contains 50 items with four alternatives each; often, sometimes, rarely and

never. The scoring system for all items will remain the same i.e. 4, 3, 2, 1 respectively. The summated score of all the 50 items provide by total optimism score of individuals. Higher the scores obtained, higher would be the optimism level of an individual and vice versa.

CATEGORIES

RAW SCORE	INTERPRETATION
180 and above	Very high optimistic
160-179	High optimistic
140-159	Average optimistic
120-139	Below average
100-119	Very low optimistic
Below 100	Pessimistic

HYPOTHESIS

- i. There will be no significant relationship between optimism and its attribution of success.
- ii. There will be no significant relationship between optimism and its attribution of failure. **RESULT:** The result indicates that there is a positive correlation between optimism and success which indicates employees high on optimism will rate success higher. Success means something accomplished, especially by superior ability, special effort, great courage etc.; a great or heroic deed: his remarkable achievements.

Optimism and success have a direct relationship between each other i.e. high optimism results into high rating of success.

It has been seen that optimism gives way to qualities like hard work, confidence and risk taking activities which in turn results in success of an individual for a desirable or intended objective or outcome. There is an inverse relationship between optimism and failure i.e. lower rate of optimism will result in high self rating of failure. It has been seen that individuals with low optimism have characteristics like; negative attitudes towards tasks which leads to failure. Failure is the state or condition not getting desirable goals.

Conclusion: Here in the present study on optimism in relation to attribution of success and failure among employees of Jaipur, Ajmer, Jodhpur & Bikaner Divisions of Indian railways (North Western Railway). There is positive relationship between optimism and success. Also

there is an inverse relationship between optimism and failure.

Inclusion and Exclusion

On-roll working staff was selected from North Western Railway's Jaipur, Ajmer, Bikaner and Jodhpur divisions, between the age group of 20-40 years having a graduate or a post graduate degree.

RESEARCH DESIGN

Variable	Success	Failure
Optimism		

Research Tools

This section deals with the description of the tools that are used to measure the variable chosen for the study.

1. **Optimism:** Optimism and pessimism Scale by Manika Mohan, Meena Jain and Janki Moorjani.
2. **Success and Failure :** Attribution of Success and Failure Inventory- General (ASUFA-G) by Uday Pareek.

Descriptive and analytical statistical analysis was done using SPSS version 20.0

RESULT AND DISCUSSIONS

The major purpose of the present study was to explore the variable, optimism in relation to attribution of success and failure among railway employees.

The findings of the present study and the relevant discussions as per the objective are being presented in this chapter. The study was conducted on employees of Jaipur, Ajmer, Bikaner and Jodhpur divisions of Railway organization for optimism in relation to attribution of success and failure. The variables were statistically computed by calculating mean, SD and correlation. The discussions are as follow:

TABLE 1.1

Variable	Mean	SD
Optimism	82.60	15.749
Success	61.20	4.72
Failure	66.44	5.20

A glance at table 1.1 shows that the mean and SD for optimism are 82.60 and 15.749 respectively, the mean and SD for success are 61.20 and 4.72 respectively and the mean and SD for failure are 66.44 and 5.20 respectively.

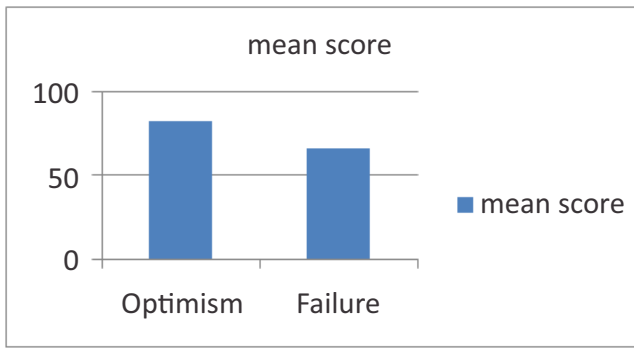
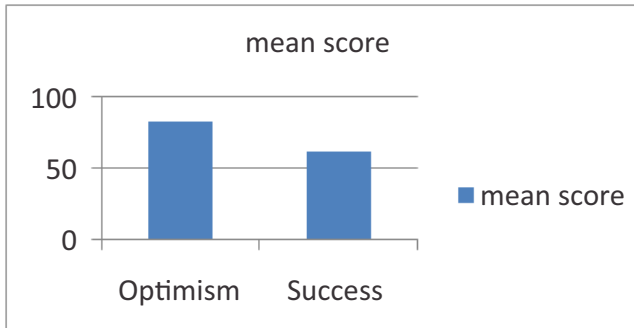


TABLE 1.2

Variable	Correlation
Success	.241
Failure	-.283*

*df 50 at .05=0.27 according to table value.

A glance at the table 1.2 reflects that there is a positive correlation between optimism and success; and there is a negative relationship between optimism and failure.

The results mentioned in table 1.1 shows relationship between optimism and success & optimism and failure. The result indicates that there is a positive correlation between optimism and success which indicates employees high on optimism will rate success higher. Optimism is the tendency to accept the best, favorable outcome. Success means something accomplished, especially by superior ability, special effort, great courage etc.; a great or heroic deed. Optimism and success have a direct relationship between each other i.e. high optimism results into high rating of success. It has been seen that optimism gives way to qualities like hard work, confidence and risk taking activities which in turn results in success of an individual.

CONCLUSION

There is positive correlation between optimism and success, and an inverse relationship between optimism and failure.

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