

*‘A Study of Quality of Life among Entrepreneurs
in Relation to Causal Attribution and
Experienced Role Stress’*

EXECUTIVE SUMMARY OF MINOR RESEARCH PROJECT

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One of the relatively newer concept in the filed of organisational behaviour in particular and in human life in general is a quality of life. It refers to the degree of excellence in life (or living) that contributes to the person and benefits to the society at large. The quality of life of an individual depends on number of things. The casual attribution, the belief of attributing success or failure to internal stable (ability), internal variable (effort), external stable (task difficulty) and external variable (luck) factor and subjectively experiences role stress are the main sources of variations in quality of life as far as entrepreneurs as concern. The present study, therefore, aims of examining possible relationship between casual attribution and experienced role stress and quality of life among entrepreneurs.

The present project report is divided into five chapters i.e. Introduction, Review of literature, Method, Result and Discussion and Conclusion followed by References and Appendix.

The introduction chapter explains in the beginning how the concept of quality of life (QOL) is gaining more attention of researchers and importance in personal and societal life of human being in recent years. Quality of life is the utmost thing in human life and it depends on number of demographic variables as well as personal attributes. The casual attributions and subjectively experienced role stress are the two main variables in this regard as far as entrepreneurs are concern. This chapter also describes how these two constructs are associated with quality of life.

The review of literature presented in second chapter indicates that the role of entra-individual characteristics including experienced role stress and casual attribution, in subjectively experienced quality of life is receiving attention of researchers now-a-days. However, the number of studies examining the probable association between attributional mechanisms and experienced role stress and quality of life in respect of entrepreneurs appear to be negligible. This chapter concludes b the comment that there has been dearth

of research on relationship between attributional thinking and subjectively experienced role stress and quality of life among entrepreneurs.

The method chapter describes the sample comprised in the study, measures used to collect the data, procedure followed while collecting the data and research design used to carry out the statistical analysis. The sample comprised 400 entrepreneurs, i.e. self employed individuals, having their units such as small scale industry, workshop, marketing agency, retail or wholesale selling outlet in the cities of Kolhapur and Sangli (located Western Maharashtra) and Nagpur and Amaravati (locate in Eastern Maharashtra / Vidarbha). Only those entrepreneurs who have been their business for consecutively three years were included in the sample. Out of 100 entrepreneurs in each city 50 are males and remaining 50 are females. Thus 200 males and 200 females have been included in the sample. All the participants were in age range of 35 to 45 years. The method of selecting sample was close to incidental (Quota) because of decision to select those entrepreneurs who were easily available and willing to cooperate sincerely for the purpose of data collection. The participants received Quality of Life (QOL) Scale (Watten, Vassend, Syversen and Myherer, 1955), Attribution of Success and Failure (ASUFA) Scale (Pareek, 1997), and Entrepreneurial Role Stress (ERS) Scale (Pareek, 1997) individually at their residences or work unit. The findings have been analyzed mostly through correlational approach and also by employing the test of significance of mean differences in certain instances.

The result chapter interprets the findings of the present study. Whether the findings of the study provide support to the hypotheses formulated to verify or not is also interpreted in respect of male participants, female participants, Vidarbha region participants and Western Maharashtra region participants. This chapter also interprets the gender-wise and region-wise difference in quality of life of entrepreneurs.

The results have revealed the following trends.

- 1) Internal stable (Ability) factor has correlated positively and significantly with the rewarding dimension of life evaluation and overall quality of life. Internal variable (Effort) factor has not correlated significantly either with overall QOL or its dimensions. The prediction made about correlations between casual factors, both internal and external, and overall QOL and its dimensions in Hypothesis 1 is partial supported for the male participants.
- 2) Both external stable (Task difficulty) and external variable (Luck) factor are not correlated with all the quality of life dimensions as well as overall QOL. These non-significant correlations provide support to Hypothesis 2 for the male participants.
- 3) Two types of role stress, inter role distance and resource adequacy have correlated negatively and significantly with overall QOL. It provide partial support to Hypothesis 3 for the male participants.
- 4) Internal stable (Ability) factor has not correlated significantly with the six dimensions of QOL as well as overall QOL. Internal variable (Effort) factor has correlated significantly with two dimensions of QOL namely worthwhile and ideal. It indicates the prediction in Hypothesis 1 about the internal variable factor is partial supported. But prediction about the internal stable factor has not been supported for the female participants.
- 5) External variable (Luck) factor has remained independent of all the dimensions of QOL as well as overall quality of life. External stable (Task difficulty) factor has correlated negatively and significantly with ideal dimension of QOL. It means that Hypothesis 2 has been supported for the female participants.
- 6) Six stress dimensions namely self role distance, inter role distance, role isolation, result inadequacy, resource inadequacy and role inadequacy have correlated negatively and significantly with overall QOL. The total entrepreneurial role stress has correlated with overall QOL for the female participants. The Hypothesis 3 is partially supported for the female participants.

- 7) Internal stable (Ability) factor has not correlation significantly with either overall QOL or its dimensions. Internal variable (Effort) factor has not correlated significantly with overall QOL and its dimension except rewarding dimension. Hypothesis 1 is not supported for the Vidarbha region participants.
- 8) External variable (Luck) factor has remained independent of overall QOL and its dimensions. External stable (Task difficulty) factor has correlated significantly with two dimensions of QOL, meaningful and rewarding. It provides support to Hypothesis 2 for the Vidarbha region participants.
- 9) Four dimensions of entrepreneurial role stress, namely challenge stress, role overload, result inadequacy and role irrelevance have remained independent of overall QOL and six dimensions for the Vidarbha region participants. It shows partial support to Hypothesis 3 for the Vidarbha region participants.
- 10) Internal stable (Ability) factor has turned out to be independent of overall QOL and its dimensions for the Western Maharashtra region participants. Internal variable (Effort) factor has positively and significantly correlated with the QOL dimensions, meaningful, ideal and overall QOL for the Western Maharashtra region participants. It provide partial support to the prediction contained in Hypothesis for the Western Maharashtra region participants.
- 11) External stable (Task difficulty) factor has correlated negatively with meaningful, ideal, rewarding dimensions and overall QOL. External variable (Luck) factor and overall QOL and its dimension have proved to be non-significant. It is indicating of support of Hypothesis 2 for the Western Maharashtra region participants.
- 12) Three dimensions of experienced role stress namely inter role distance, role overload, and role irrelevance has turned out to be independent of overall QOL and its dimensions. But the remaining dimensions of stress have correlated negatively and significantly with overall QOL. Also the total ERS has correlated negatively and significantly with overall QOL.

It provided support for Hypothesis 3 for the Western Maharashtra region participants.

- 13) Males and females have not differed significantly in the subjectively experienced quality of life.
- 14) Entrepreneurs belonging to Vidarbha and Western Maharashtra region have not differed significantly in the subjectively experienced quality of life.

In short, the trends of results pertaining to the predictions contained in the three hypotheses are mixed, in that some of the, have provided partial support to the concerned prediction, some have provided partial support and there are some which have failed to provide support, either partial or full, to the concerned prediction. It would, therefore, be better conduct more research in future to understand the exact status of trends obtained in the present study.

The discussion and conclusion chapter provides explanations for the trends of the relationship observed in this study. Accordingly, suitable explanations have been put-forth for the trends of relationship between quality of life and casual attribution and experienced role stress among entrepreneurs. By highlighting the trends of relationship obtained in this study, it is pointed which of them have provided support to the hypotheses. The chapter concludes by the observation that instead of making any broad generalisation based on the trends obtained in the predicted direction, it is better to take up more research and seek a further confirmation of whether that has been obtained in this study.