



# **COPING STRATEGIES AND PSYCHOLOGICAL WELL BEING AMONG EMPLOYEES UNDER PROBATION**

A thesis  
Presented to  
The Institute Of Professional Psychology,  
Bahria University, Karachi Campus

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In Partial Fulfillment  
Of the Requirements for the  
Degree Bachelor of Science  
(BS) Psychology

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**By**

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**MAY, 2016**

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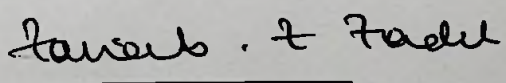
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## ABSTRACT

The present study aimed to determine the effect of coping strategies on psychological well-being of employees under probation. The participants comprised of 100 employees, both males (45) and females (55), their ages being between 24 – 35 years who were undergoing probation for three months from different corporate organizations. The minimum education level of the participants was graduate (sixteen year education). In the study, along with a demographic information form, coping strategies were measured by using self-report questionnaire of the English Version of Brief COPE (Carver, 1997) scale for coping strategies and RYFF scale of psychological well-being (Ryff, 1989) was used to measure psychological well-being. The first hypothesis of this study stated that there would be a significant positive relationship between adaptive coping strategies and psychological well-being. The second hypothesis stated that there would be a significant negative relationship between maladaptive coping strategies and psychological well-being. The third hypothesis of this study stated that there would be a significant difference between psychological well-being of employees under probation using adaptive coping strategies and maladaptive coping strategies. The research findings show non-significant results. The results however showed that there was a significant positive correlation between adaptive coping strategies and maladaptive coping strategies. Moreover the results also showed that there was no significant difference of psychological wellbeing between adaptive coping strategies and maladaptive coping strategies of employees under probation. Limitations and recommendations of the present study are also discussed.



# **A COMPARISON BETWEEN COPING STRATEGIES OF BULLIED AND NON-BULLIED ADOLESCENTS**

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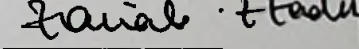
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## ABSTRACT

The research aimed to compare the difference in coping strategies used by bullied and non-bullied adolescents. Two hundred and ninety participants were selected from a total of seven private schools of Karachi. Victimization was measured by Multidimensional Peer-Victimization Scale (Mynard & Joseph, 2000) and coping strategies were assessed using Brief COPE scale (Carver, 1997). Purposive sampling was used to select bullied participants and convenient sampling was used to select non-bullied participants. On account of the large difference of adolescents found in bullied group (N=52) and non-bullied group (N=238), the sample was reduced to one hundred and ten adolescents. By using the mean-value of adolescents' overall score on Multidimensional Peer-Victimization Scale the two groups were formed, where fifty-nine belonged to the bullied group and fifty-one belonged to the non-bullied group. Independent sample t-test was then applied to test the hypothesis and significant differences were found in coping strategies used by bullied and non-bullied adolescents, in which bullied adolescents were found to use both adaptive coping ( $p=.028$ ,  $M=38.24$ ) and maladaptive coping ( $p=.000$ ,  $M=31.80$ ) when dealing with victimization. Specific coping strategies used by bullied adolescents, of the given study, were also analyzed and it was found that self-distraction ( $p=.008$ ,  $M=5.73$ ), denial ( $p=.036$ ,  $M=4.27$ ), emotional support ( $p=.001$ ,  $M=5.08$ ), behavioural disengagement ( $p=.001$ ,  $M=4.51$ ), venting ( $p=.001$ ,  $M=4.75$ ), humour ( $p=.003$ ,  $M=4.25$ ), acceptance ( $p=.020$ ,  $M=5.64$ ) and self-blame ( $p=.000$ ,  $M=4.73$ ) were the strategies used most to deal with bullying. Limitations, recommendation and implications of the study were discussed and more research on the topic was emphasized.





# **EFFECT OF FEAR OF HAPPINESS ON MARITAL SATISFACTION**

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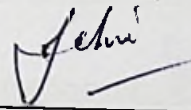
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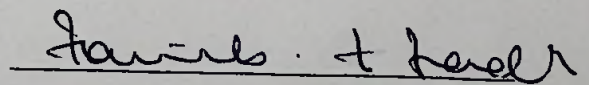
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### Abstract

The present research aimed to discover the relationship between fear of happiness beliefs and marital satisfaction. It was hypothesized that there will be a negative correlation between the two variables. The research sought to determine whether happiness can serve as a harbinger of negative events which can make individuals fearful of this happiness, and if eventually this would affect their marital satisfaction. For this purpose, a sample of 69 Pakistani individuals married for 5 years or less was obtained through snowball sampling with ages ranging from 17-38 years. Data collection was done using a consent form, a demographic form, the Fear of Happiness Scale (FHS) (Joshnloo; 2013), and the Locke-Wallace Marital Adjustment Test (LMAT) (Locke & Wallace; 1959). Results obtained were analysed using Statistical Package for the Social Sciences (SPSS). The data revealed that there was no significant relationship ( $r = 0.004$ ) thus rejecting the hypothesis. This shows that fear of happiness does not have any significant correlation with marital satisfaction.