

## DETERMINATION OF PSYCHOLOGICAL ENDURANCE PERCEPTION ACCORDING TO SOME VARIABLES IN SPORTS WORKERS

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### ABSTRACT

*The aim of this study is to determine the psychological endurance of sports employees. For this purpose, the "Psychological Endurance Scale" for Adults developed by Friberg (2005) was applied to 151 sports employees working in Antalya, Muğla and Kutahya Youth Services and Sports Provincial Directorate. SPSS 23.0 statistical package program was used in the analysis of the data obtained from the study. In the evaluation of the data, Kolmogorov-Smirnov and Shapiro-Wilk normality tests were applied after the mean, standard deviation, frequency analysis. However, it was determined that the data were not normally distributed ( $p > 0.05$ ). Mann-Whitney U Test, Kruskal-Wallis Test, Chi-square Test, Pearson correlation test statistic were used at a significant level (0,05) to determine the correlation and correlation among variables. As a result, there has been no significant difference between gender, age, educational status, title, the working duration in the institution, the duration of professional working, the level of income and psychological endurance of sports employees. However, there has been a significant difference between monthly wages and Social Resources from Sub-Dimension of Psychological Endurance Level of sports employees. It can be said that the highest score of sports employees whose monthly income is 3001 Turkish lira or more shows that they have more social resources than others. There is a weak negative correlation between the title and the Family compatibility from Sub-Dimension of Psychological Endurance Level of Sports Employees. There is a weak positive correlation between the duration of professional working and the Family compatibility from Sub-Dimension of Psychological Endurance Level of Sports Employees. While the duration of the professional working of sports employees increases, the family compatibility can increase accordingly.*

**Keywords:** Sport, Psychological Endurance, Sports Employees

### INTRODUCTION

In social life, people react differently to the events they encounter. These reactions can be positive or negative. In this context, cognition means a thought or a perception. With a different discourse, our cognitions are what we think at any

time in the face of events. These thoughts pass automatically through the mind (Pistof and Sanli, 2013).

Socio-Culturally, People are in harmony with their natural surroundings where they meet their needs and the social surroundings they develop with their personality. People are motivated by factors such as physiological needs (food, sleep, etc.) to maintain their lives. However, they act to be able to acquire knowledge about themselves and the external world, such as appreciation, approval, appreciation, belonging, to understand their social, environmental, and spiritual and social needs by their societies (Terzi, 2005).

Psychological endurance refers to the capacity of a person to recover quickly in the face of stressful events and to show no signs of psychological distress such as a mental disorder or persistent negative mood. Stress factors are usually expressed such as the death of a close relative, chronic illness, sexual, emotional or physical harassment, violence, fear, unemployment. Psychological endurance is associated with flexibility and return to pre-traumatic conditions and self-healing. Durable people in this regard, demonstrate their ability to struggle against stress and adverse conditions and continue to exist and to be superior (Kahraman, 2016)

The concept of psychological endurance is seen at first glance as a personality trait that reduces the adverse effects of stress and promotes compliance. In this respect, several researchers suggest that some people are born with durability by focusing on genetic features. However, studies have also revealed that psychological endurance is a learned personal trait (Can et al., 2009; Basim and Cetin, 2011; Soyer et al., 2012 a,b; Bingol and Bayansalduz, 2016; Bayansalduz, 2012, 2014;).

Psychological endurance is often explained by the causes of these outcomes. These variables can be grouped under three headings in the literature: Risk Factor, Protective Factors and Positive Results (Tumlu and Receptoğlu, 2013).

**Risk Factor:** The risk is used as a variable to predict possible adverse outcomes and to express adverse living conditions. The number and severity of risk factors are informative regarding psychological endurance definitions. Risk factors can be examined in three groups which are:

- Related to the person (low intelligence level, anxious temperament, experiencing health problems, lack of self-confidence, self-expression, aggressive personality)
- Family-related risk factors (divorce, illness, having a single parent, inconsistent discipline, abuse and so on)
- Social risk factors (low socio-economic level, inadequacy of home, school or other services, substance use and migration)

**Protective Factors:** It creates an awareness that improves the adaptability and the individual's abilities in a healthy way that reduces or eliminates the effect of risk or difficulty. The existence of these factors is to prevent a problem before it occurs and to reduce the occurrence of a problem behavior. It also helps to strengthen the behavior and knowledge which will contribute to the emotional and physical well-being of the individual by reducing the effect of the problem.

Protective factors can be summarized in two groups as internal factors (Social competition, problem-solving skills, a sense of purpose, sense of meaning) and external factors (Having close relationships with parents and other adults, having an active family harmony and having a high level of parental education).

**Positive Results:** Internal and external factors that an individual has are qualifications which are gained by overcoming protective factors and risk factors. These include academic achievements, positive social relations, social competence, low emotional problems, continuing schooling and participation in social assistance behaviors.

Psychological endurance consists of six sub-dimensions which are Personal power, future sense, structural style, social competence, family harmony and social resources. Friberg et al. (2005) finalized these six sub-dimensions in their study (Basim and Cetin, 2011).

From these sub-dimensions;

- Self-perception indicates that the individual has a high level of self-awareness.
- Future perception scores to the perspective the individual has developed for the future (positive or negative).
- Structural style refers to features such as the individual's strengths and self-discipline.
- Social Competence indicates how much social support the individual has received.
- Family compatibility refers to the harmony of the individual with the family.
- Social resources score to a network of social relations that the individual has (Basim and Cetin, 2011).

## **MATERIALS AND METHODS**

A total of 151 sportsmen, 61 female and 90 male volunteers from Antalya, Mugla, Bitlis Youth Services and Sports Provincial Directorate participated in this study where psychological endurance was examined. To determine the Psychological Endurance of the participants, Psychological endurance scale was used for 33 questionnaires developed by Friberg et al., in 2005 and subsequently adapted to Turkish by Basim and Cetin.

There are six factors in the psychological endurance scale for adults used in the research: Self-perception, Future perception, Structural style, Social competence, Family compatibility, Social resources. Structural Style questions contain 1st,7th,13th,19th,28th. And 31st ones, Future Perception questions include 2nd,8th,14th,20th. Ones, Social competence questions include 4th,10th,16th, 22th,25th and 29th ones, Family compatibility questions include 5th,11th,17th,23th,26th and 32nd ones and Social resources questions include 6th,12th,18th,24th,27th,30th and 33rd ones. Examples of the scale include judging statements such as "I discuss personal issues with nobody / I can discuss with

family members and friends," "My plans for the future are hard to succeed/possible to succeed", "I can not solve my personal problems/I know how to solve them," "My best situation are like these. When I have an open goal that I want to reach / when I have a free day." To fill the space of these sentences, there are five boxes among the two jurisdictions, and the two sentences are marked according to the degree of proximity. There is the positive statement on one side of the scale and negative on the other side. As a result of scoring, the psychological endurance of participant who got the high score is high while the psychological endurance of the participant who got the low score is low.

SPSS 23.0 statistical package program was used in the analysis of the data obtained from the study. In the evaluation of the data, Kolmogorov-Smirnov and Shapiro-Wilk normality test were applied after the mean, standard deviation, frequency analysis. However, it was determined that the data were not normally distributed ( $p > 0.05$ ). Mann-Whitney U Test, Kruskal-Wallis Test, Chi-square Test, Pearson correlation test statistic were used at a significant level (0,05) to determine the correlation and correlation among variables.

## FINDINGS

**Table 1.** Gender of the employees

	Frequency	Percentage	Valid Percentage	Cumulative percentage
Women	61	40,4	40,4	40,4
Men	90	59,6	59,6	100,0
Total	151	100,0	100,0	

The distribution of the genders of the employees who participate in our survey is categorized into two main groups. 40.4% of sports employees are female while 59.6% of them are male.

**Table 2.** Age of the employees

	Frequency	Percentage	Valid Percentage	Cumulative percentage
18-25	7	4,6	4,6	4,6
26-30	49	32,5	32,5	37,1
31-35	50	33,1	33,1	70,2
36-40	23	15,2	15,2	85,4
Over 40	22	14,6	14,6	100,0
Total	151	100,0	100,0	

The distribution of the ages of the sports employees participated in our survey is categorized into five main groups. 4.6% of sports employees are between the ages of 18 and 25, 32,5% are between the ages of 26 and 30, 33,1% are between the ages of 31 and 35, 15,2% are between 36 and 40 Age, 14,6% are over at 40.

**Table 3. Title of the employees**

	Frequency	Percentage	Valid Percentage	Cumulative percentage
Branch manager	2	1,3	1,3	1,3
District manager	2	1,3	1,3	2,6
Sportive education specialist	29	19,2	19,2	21,9
Facility manager	2	1,3	1,3	23,2
Coach	37	24,5	24,5	47,7
Civil servant	59	39,1	39,1	86,8
Youth leader	20	13,2	13,2	100,0
Total	151	100,0	100,0	

1.3% of the sports employees participated in our survey are branch managers, 1.3% are district managers, 19.2% are sportive education specialists, 1.3% are facility managers, 24.5% are coaches, 39,1% are civil servants, 13,2% are youth leaders.

**Table 4. Educational Status of sports employees**

	Frequency	Percentage	Valid Percentage	Cumulative percentage
High school	25	16,6	16,6	17,3
Associate degree	12	7,9	7,9	24,5
Bachelor's degree	94	62,3	62,3	86,8
Master's degree	18	11,9	11,9	98,7
Doctorate	2	1,3	1,3	100,0
Total	151	100,0	100,0	

16.6 % of the sports employees took part in our survey are graduates of high school, 7.9 % are graduates of an associate degree, 62.3% are graduates of an undergraduate degree, 11.9% are graduates of a master degree, and 1.3% are graduates of the doctoral degree.

**Table 5. The duration of professional working of sports employees**

Year	Frequency	Percentage	Valid Percentage	Cumulative percentage
1-4	74	49,0	49,0	49,0
5-9	41	27,2	27,2	76,2
10-14	16	10,6	10,6	86,8
15-19	9	6,0	6,0	92,7
Over 20	11	7,3	7,3	100,0
Total	151	100,0	100,0	

49.0% of the Sports employees participated in our survey have 1-4 years' experience, 41% of them have 5-9 years' experience, 10.6% of them have 10-14 years' experience, 6.0% of them have 15-19 years' experience and 7,3% of them have over 20 years' experience.

**Table 6.** *The working duration of sports employees in the institution*

	Frequency	Percentage	Valid Percentage	Cumulative percentage
1-4	86	57,0	57,0	57,0
5-9	42	27,8	27,8	84,8
10-14	6	4,0	4,0	88,7
15-20	8	5,3	5,3	94,0
Over 20	9	6,0	6,0	100,0
Total	151	100,0	100,0	

Enlisting the working duration of the employees participated in our survey, 57% of them have between 1-4 years, 27.8% of them have between 5-9 years, 4.0% of them have between 10-14 years, 8% of them have between 15-20 years, 9% of them 20 or more years.

**Table 7.** *Monthly wages of sports employees*

	Frequency	Percentage	Valid Percentage	Cumulative percentage
1501-2000	31	20,5	20,5	20,5
2001-2500	61	40,4	40,4	60,9
2501-3000	47	31,1	31,1	92,1
Over 3000	12	7,9	7,9	100,0
Total	151	100,0	100,0	

Enlisting the monthly wages of Sports Employees participated in our survey, 20.5% of them receive between 1501 and 2000 Turkish liras, %20,5 of them receive between 2001 and 2500 Turkish liras, %31,1 of them receive between 2501 and 3000 Turkish liras, %7,9 of them receive over 3001 Turkish liras.

### Psychological Endurance Level of Sports Employees

**Table 8.** *Descriptive Statistics*

	N	Minimum	Maximum	Mean	Std. Deviation
Psychological Endurance Level	151	1,97	3,85	2,9408	23515
Psychological Endurance Point	151	65,00	127,00	97,0464	7,76002
Valid N (listwise)	151				

The Psychological Endurance Level of the participating sports employees has a minimum score of 65 and a maximum of 127 points.

**Table 9.** Psychological Endurance Subscale Levels of Sports Employees

	N	Minimum	Maximum	Mean	Std. Deviation
Self-perception	151	12,00	23,00	17,8742	1,88787
Future perception	151	4,00	20,00	12,4172	2,12401
Structural style	151	6,00	18,00	12,1325	2,20507
Social competence	151	10,00	26,00	16,7086	3,09320
Family compatibility	151	10,00	30,00	16,9669	3,38116
Social resources	151	14,00	31,00	22,8411	2,55628
Valid N (listwise)	151				

The psychological endurance sub-dimension levels of Sports Employees are determined according to the table as follows. The average of self-perception level (17,87), the average of future perception (12,41), the average of structural style (12,13), the average of social competence (16,70), the average of family compatibility (16.96) and The social resources average (22.84).

**Table 10.** Kolmogorov-Smirnova-Shapiro-Wilk Normality Test on Psychological Endurance Scores and Psychological Endurance Sub-Dimension Scores Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Psychological Endurance Level	,100	151	,001	,949	151	,000
Psychological Endurance Point	,100	151	,001	,949	151	,000
Self-perception	,195	151	,000	,940	151	,000
Future perception	,210	151	,000	,911	151	,000
Structural style	,185	151	,000	,942	151	,000
Social competence	,132	151	,000	,975	151	,007
Family compatibility	,175	151	,000	,919	151	,000
Social resources	,174	151	,000	,962	151	,000

The psychological endurance scores and psychological endurance subscale scores of the personnel did not show normal distribution ( $p < 0,05$ ).

**Table 11.** Mann-Whitney U Test for Differences Between Gender and Psychological Endurance Levels of Sports Employees

Psychological Endurance Level	Age group	N	Mean Rank	df	Kruskal wallis	P
	18-25	7	86,86			
26-30	49	79,99				
31-35	50	76,87				
36-40	23	62,15				
40 and over	22	76,16				
Total	151			4	3,177	0,529

The Mann-Whitney U test was used to determine whether there was a statistically significant difference in terms of gender variation in the scores of the psychological endurance scale and the sports employees, and it was found that there was no statistically significant difference ( $p > 0.05$ ). The two variables are independent of each other.

**Table 12.** *Kruskal-Wallis Test Related to the Difference Between the Levels of Psychological Endurance and the Titles of Sports Employees*

	Titles	N	Mean Rank	df	Kruskal wallis	p
Psychological Endurance Level	Branch manager	2	60,00	6	6,873	0,333
	District manager	2	34,50			
	Sportive education specialist	29	77,71			
	Facility manager	2	76,75			
	Coach	37	87,64			
	Civil servant	59	68,19			
	Youth leader	20	80,72			
	Total	151				

The Kruskal-Wallis test was used to determine whether there was a statistically significant difference between the scores of the Psychological Endurance Scale and the title variables of the Sports Employees. There was no statistically significant difference ( $p > 0.05$ ). The two variables are independent of each other.

**Table 13.** *Kruskal-Wallis Test Related to the Difference Between Psychological Endurance Levels and Educational Status of Sports Employees*

	Education status	N	Mean Rank	df	Kruskal wallis	P
Psychological Endurance Level	High school	25	80,40	5	5,137	0,399
	Associate degree	12	84,79			
	Bachelor's degree	94	71,18			
	Master's degree	18	86,11			
	Doctorate	2	73,25			
	Total	151				

The Kruskal-Wallis test was used to determine whether there was a statistically significant difference between the Psychological Endurance scale score and the Sports Employees' educational status variance. There was no statistically significant difference ( $p > 0.05$ ). The two variables are independent of each other.



**Table 14.** Kruskal-Wallis Test Related to the Difference Between Psychological Endurance Levels and the duration of professional working of Sports Employees

	The duration of professional working(year)	N	Mean Rank	df	Kruskal wallis	P
Psychological Endurance Level	1-4	74	76,28	4	1,726	0,786
	5-9	41	75,85			
	10-14	16	68,91			
	15-19	9	69,89			
	Over 20	11	89,95			
	Total	151				

In psychological endurance score, The Kruskal-Wallis test was used to determine whether there was a statistically significant difference regarding the variance of Sports Employees' Professional working duration. There was no statistically significant difference ( $p > 0.05$ ). The two variables are independent of each other.

**Table 15.** Kruskal-Wallis Test Related to the Difference Between the working duration in the institution and Psychological Endurance Levels of Sports Employees

	The working duration in the institution (year)	N	Mean Rank	df	Kruskal wallis	P
Psychological Endurance Level	1-4	86	73,92	4	6,130	0,190
	5-9	42	73,48			
	10-14	6	83,08			
	15-19	8	68,31			
	20 and Over	9	109,78			
	Total	151				

In psychological endurance score, The Kruskal-Wallis test was used to determine whether there was a statistically significant difference regarding the variable of Sports Employees' working duration in the institution. There was no statistically significant difference ( $p > 0.05$ ). The two variables are independent of each other.

**Table 16.** Kruskal-Wallis Test Related to the Difference Between Psychological Endurance Levels and Monthly Wages of Sports Employees

	Monthly fee group (Turkish lira/Month)	N	Mean Rank	df	Kruskal wallis	P
Psychological Endurance Level	1501-2000	31	69,90	3	2,112	0,550
	2001-2500	61	76,22			
	2501-3000	47	75,79			
	Over 3000	12	91,46			
	Total	151				

The Kruskal-Wallis test was used to determine whether there was a statistically significant difference between the scores of the psychological

endurance scale and the monthly income variable of Sports Employees. It was found that there was no statistically significant difference ( $p > 0.05$ ). The two variables are independent of each other.

**Table 17.** Chi-square Test for the Difference Between Educational status of Psychological Endurance Levels and Social Dimensions of Sports Employees

Social Resources, Sub-Dimension of Psychological Endurance Level	Education level group	N	Mean Rank	df	X <sup>2</sup>	P
	High school	25	101,42	3	11,114	0,011
	Associate degree	12	64,25			
	Bachelor's degree	94	70,59			
	Master's degree	20	76,72			
	Total	151				

It was observed that there was a statistically significant difference between the Social Dimensions from sub-dimensions of psychological endurance level scale and the educational status of Sports Employees through the Chi-square test ( $p < 0.05$ ). The highest score is possessed by the high school diploma holders, while the associate degree holders possess the lowest score.

**Table 18.** Chi-square test between the Social resources from sub-dimensions of psychological endurance level scale and the educational status of Sports Employees

Social Resources, from Sub-Dimension of Psychological Endurance Level	Monthly fee group (Turkish lira/Month)	N	Mean Rank	S.D	X <sup>2</sup>	P
	1501-2000	31	92,16	3	9,919	0,019
	2001-2500	61	66,45			
	2501-3000	47	72,91			
	Over 3000	12	94,88			
	Total	151				

Chi-square test was used to determine whether there was a statistically significant difference between Social Resources from Sub-Dimension of Psychological Endurance Level and the Monthly Income Level of Sports Employees. A statistically significant difference was observed. ( $p < 0.05$ ). The highest score is possessed by the employees whose salary is 3001 Turkish lira/month or more and It is observed that They have more social resources than those with other income levels.

**Table 19.** Correlation Analysis Test relating to the Difference Between the title of Sports employees and family compatibility from sub-dimensions of Psychological Endurance Scale

The title of Sports employees	N	Pearson Correlation	p
	151	-0,167	0,041

There is a weak negative correlation between family compatibility from sub-dimensions of Psychological Endurance Scale and the Titles of Sports employees ( $P < 0,05$ ). It can be said that as the title of the Sports Employees promotes, the family compatibility decreases.

**Table 20.** Correlation Analysis Test relating to the Difference Between the duration of professional working and family compatibility from sub-dimensions of Psychological Endurance Scale

The working year of Sports employees	N	Pearson Correlation	p
	151	0,167	0,041

There is a weak positive correlation between family compatibility from sub-dimensions of Psychological Endurance Scale and the duration of professional working of Sports employees ( $P < 0,05$ ). It can be said that as the duration of professional working of Sports Employees increases, family compatibility can increase accordingly.

## DISCUSSIONS

In this study whose topic is the determining of the psychological endurance of the sports employees, it was found that there was no statistically significant difference between the gender of the sports employees and the psychological endurance (Table 1). The two variables are independent of each other  $p > 0.05$ . Although there is no meaningful difference when evaluated as gender variable, it is found that female employees have higher psychological endurance level than male employees.

Tumlu et al. (2013) stated in the study of the relationship between psychological endurance and life satisfaction of university academic staff that The high level of female academic staff as the male academic staff is interpreted as differences in the traditional roles of men and women and is interpreted as the avoidance of men's tendency to help to solve their problems. Psychological endurance levels of tennis and basketball athletes were examined and compared in the master thesis study conducted by Bulbul (2015).

According to the findings, the level of psychological endurance of female athletes is higher than that of male athletes. There was no statistically significant difference between age and psychological endurance of sports employees (Table 2).

The two variables are independent of each other  $p > 0.05$ . Kahraman et al. (2016) conducted a study of the Psychological Endurance Level of Public Oral and Dental Health Centers and found that they did not find a significant difference regarding age variable. Unlike our work, Gungormus et al. (2015) conducted a study on Psychological Endurance and Effects of Nursing Students revealing a significant difference between the psychological endurance of the students and their ages. There was no statistically significant difference between the titles of the sports employees and the psychological endurance (Table 3).

The two variables are independent of each other  $p > 0.05$ . There was no statistically significant difference between the educational status of the sports employees and the psychological endurance (Table 4).

The two variables are independent of each other  $p > 0.05$ . In a master's thesis conducted by Kucuktatligil (2016), there was no significant difference between psychological endurance and education levels of those who participated in the study, "Psychological endurance and Stress Management Strategies in Terms of Some Variables of Employees in the Insurance Company". There has been a significant difference between monthly wages and Social Resources from Sub-Dimension of Psychological Endurance Level of sports employees. It has been observed that the highest score of sports employees whose monthly income is 3001 Turkish lira or more shows that they have more social resources than others. It can be said those who earn 3001 Turkish lira per month or more have more social relations network and more social structure than the others.

There is a weak negative correlation between family compatibility from sub-dimensions of Psychological Endurance Scale and the Titles of Sports employees  $p < 0.05$ . It can be said that as the title of the sports employees promotes, family compatibility may have a decreasing effect due to work intensity and work stress. There is a weak positive correlation between family compatibility from sub-dimensions of Psychological Endurance Scale and the duration of professional working of Sports employees ( $P < 0,05$ ). It can be said that as the working time of Sports Employees increases, family compatibility can increase accordingly.

From the sub-dimensions of Psychological Endurance Scale of Sports Employees;

- ✓ Average of Self-Perception Level (17,87) near level
- ✓ Future perception average (12,41) near level
- ✓ Structural style average (12,13) near level
- ✓ Social competence averages (16,70) medium level
- ✓ Family compatibility average (16.96) medium level
- ✓ The social resources average (22.84) near level (Table 9).

There was no significant difference between the gender, age, educational status, duration of professional working, the working duration in the institution, monthly wage and psychological endurance of sports employees. There was a statistically significant difference between the Social resources from Sub-Dimension of Psychological Endurance Level and monthly wage variable of sports employees. There is a weak negative correlation between family compatibility from sub-dimensions of Psychological Endurance Scale and the Titles of Sports employees. It was observed that there was a weak positive correlation between the working year of Sports employees and family compatibility from sub-dimensions of Psychological Endurance Scale.

## SUGGESTIONS

- ✓ This survey can be performed for the whole provincial organization of the Ministry of Youth and Sports.
- ✓ According to the findings of the study, it can be given more importance

- to the employment of women  
whose psychological tolerance is higher than that of men.  
✓ The scope of the research can be expanded by investigating whether  
Psychological Endurance is  
related to Intention to Leave, Job Satisfaction, Corporate Culture, Life  
Satisfaction, Organizational Commitment.

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