

Grit: A Special Study On Management Students

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Abstract

Grit is proven by researchers as a determining factor in success to a great extent. Grit is passion and perseverance of an individual towards the goal. It determines the focus and emphasizes stamina of an individual. Grit also comes as an important trait for youngsters struggling with career planning and placement stress. The study tries to understand the influence of gender and family background on the level of grit one possess. Trying to diagnose the effect of different gender and occupation experiences on persistence and hungers of an individual. The study used the sub scale of grit given by Angela Duckworth. The sample of the study are 157 (69 males and 88 females) students of business schools. The study found that, there is no significant impact of gender on grit level of youngsters, though occupational background does have a slight effect on grit levels.

Keywords: *Grit, Occupational background, Perseverance, passion.*

Introduction

Duckworth et al. (2007) established the term grit, defines it as perseverance and passion for goals having long term focus. The researchers recommend that grit could also be as necessary as alternative measures of intelligence to high accomplishment and success in life. Duckworth et al. (2007) explains that grit emphasizes stamina, that distinguishes it from alternative connected temperament factors, like the large 5-dimension conscientiousness. Grit shares the accomplishment side of conscientiousness, however grit needs sustained effort and interest in goals, nevertheless failure, lack of progress and feedback, and problem. “The gritty individual approaches accomplishment as a marathon; his or her advantage is stamina” (Duckworth et al., 2007, p. 1088). Some statements that describe grittier people embrace behaviours like being addicted to a concept or project, maintaining concentrate on a project over an amount of your time, finishing tasks, and being diligent. Student grit level has been measured by the short grit survey (Grit-S), that was developed by Duckworth et al. (2007) and more valid by Duckworth and Quinn (2009) exploitation numerous samples. Duckworth et al. (2007) at first created a complete survey activity student level of grit, Grit-Original (Grit-O). A number of scales have offered their support in accordance to grit scale using the overall grit score. Grit

score has predicted educational achievements, completions of few training programs and the number of changes in lifetime (Duckworth et al., 2007); retention in military services, workplace, marriage and school (Eskreis-Winkler, Shulman, Beal, & Duckworth, 2014); and also used for teacher's competence (Duckworth et al., 2009; Robertson- Kraft & Duckworth, 2014). Grit has also determined positive links between other psychological constructs, such as well-being in the field of general surgery (Salles, Cohen, & Mueller, 2014) and job satisfaction in doctors (Reed, Schmitz, Baker, Nukui, & Epperly, 2012). Many previously proved models like Skinner's model of engagement and Zimmerman's influential model of self-regulation also have constructs conceptually similar to grit and its also found by few researchers that they are quite correlated with grit too (Christensen & Knezek, 2014; Rojas et al., 2012; Wolters & Hussain, 2015). Many researchers initially found relation between grit and outcome, (Chang, 2014; Duckworth et al., 2007; Strayhorn, 2014; Cross, 2014) whereas many studies denied the same and said that grit did not predict high school student academic recognitions (Ivcevic and Brackett, 2014).

Objectives of the study:

1. To study the grit among MBA students.
2. To study the impact of gender on grit of MBA students.
3. To study the impact of family background of MBA students on grit.

Methodology:

Sample:

The sample was selected using convenience sampling method. The sample consisted of 157 Management Students from various disciplines and from different management institutes. Out of which 69 were male students and 88 were female students. The age bracket of students was between 20 to 22.

Instrument:

The Grit Scale is a set of measures designed to measure trait-level perseverance and passion for long-term goals. It is the tendency to sustain interest in and effort toward very long-term goals (Duckworth et al., 2007). It entails working strenuously toward challenges, maintaining effort and interest over years despite failure, adversity, and plateaus in progress. The Grit Scale comes in a 12-item form and an 8-item form (the Short Grit Scale, or Grit-S), and the 8-item form has been modified for use with children as well. 12-item form is used for present study. The maximum score on this scale is 5 for extremely gritty. The lowest score on this scale is 1 for not at all gritty.

Research Hypothesis:

There is no significant difference in Grit Score according to Gender

There is no significant difference in Grit Score due to family background of students

Table 1
Group Statistics : Gender

Gender	N	Mean	Std. Deviation	Std. Error Mean
Mean for attributes Male	69	3.4577	.55455	.06676
Female	88	3.4763	.48820	.05204

Table 2
Independent Samples Test: Showing the effect of gender on Grit

	Levene's Test for Equality of Variances	t-test for Equality of Means								
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Mean for attributes	Equal variances assumed	.253	.616	-.223	155	.824	-.01860	.08335	-.18325	.14605
	Equal variances not assumed			-.220	136.390	.826	-.01860	.08465	-.18599	.14880

This study found that there is no statistically significant difference in Grit (3.46 +_ .55) for Male students and (3.48 +_ .488) for Female Students ,t(155)=-.22,p=.824 Both have the same Grit.

Table 3
Group Statistics : Occupation Background

Occupation	N	Mean	Std. Deviation	Std. Error Mean
Mean for attributes 1	82	3.3872	.52662	.05816
2	75	3.5567	.49418	.05706

Table 4

Independent Samples Test : Showing the effect of Occupation background on Grit

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Mean for attributes	Equal variances assumed	.062	.804	2.074	155	.040	-.16947	.08171	-.33088	-.00807
	Equal variances not assumed			2.080	154.893	.039	-.16947	.08148	-.33042	-.00853

The above study shows that there is a statistically significant difference in Grit $t(155) = 2.07$, $p = .04$, so grit score is different for management students who have service and business families background. Management student with Service background have higher Grit than management Students with business background.

Discussion

This section is organized around the research question posed in above. In particular, it relates the result and implication. Major Findings are:

- There is no significant difference in Grit Score with regards to their Gender.
- There exists a significant difference in Grit Score with regards to their Family Occupation.
- Management student with Service background have higher Grit than management Students with business background.

Management students possess same level of grit apart from the impact of gender. Both male and female have same perseverance and passion towards their goals. Though both male and female have same impact of occupation backgrounds on the level of grit students have. Family backgrounds do effect upbringing of an individuals which further contributes in our character building and personality formation. Accordingly, we can see the impact of family background with special reference to their occupation on the grit levels of students.

Conclusion

The research shows that the factors gender is having no impact on grit of an MBA student and occupational background have significant effect on the level of grit a youngster possesses. The study further extends to find the impact of different factors on Grit level of individuals.

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