The relationship between tolerance of ambiguity and self-esteem, positive thinking staff at the University of Ilam

Saeed Sheikhi[1*], Zahra Ahmadi[2], Simin Nasiri[1]

[1.] MA, Curriculum Development, Department of Psychology & Educational Sciences, PNU University Abdanan, Ilam, Iran
[2.] MA, Business Management, Department of Business Management Sciences PNU University Abdanan, Ilam, Iran

Abstract: Rapid technological progress, despite plentiful benefits has created a vacuum for modern man, a growing wave of pessimism and depression, desperation and despair, many psychological problems-social, have a major impact on employee s performance. In such circumstances, teaching of optimism skills for employees in order to strengthen and improve the positive relationship with himself and others, as well as increase the level of tolerance and self-esteem seems to be very useful. The purpose of this study was to answer the question: is there a Connection among the tolerance of ambiguity, self-esteem, positive thinking among employees? In this study, all employees of the city of Ilam university that number were 103 participated, it was used random sampling, sample size n=82, respectively. It was used Pearson's correlation test, Kolmogorov-Smirnov and SPSS software and eqs for testing. The findings show that after just tolerance of ambiguity and complexity of social and academic self-esteem there is a positive significant relationship with positive thinking. According to the tests conducted in this study, the correlation between tolerance of ambiguity and self-esteem and positive thinking in order to 0.206 and 0.386 is significantly lower than 0.05, so the there is a significant positive correlation between tolerance and self-esteem with positive thinking, this correlation between self-esteem and optimism is over tolerance of ambiguity.

1. Introduction

Positive psychology and its outcome recently are the main objective of positive oriented- psychologist (task 2004, translated by Sharifi et al. 2006), instead they with the negative view follow problems such as depression, stress, anxiety, suicidal thoughts, etc. They follow to increase and improve well-being, quality of life and happiness. In the absence of positive thoughts about the future and anxiety, depression, stress and suicidal thoughts has been done extensive researches that, all somehow have confirmed this relationship (Khodayari, 2001, Peterson and Seligman Park, 2005,Makliod, Tata, Tairr, Schmidt, Davidson and Thompson, 2005, Makliod and Conway, 2007, Villa-Broderick, Park and Peterson, 2009). In addition, the power of tolerance of ambiguity, having self-esteem and positive thinking are all important characteristics that have a major role in initiating and maintaining risks that lead to success. the results of publicly behavioral science researches and specifically organizational behavior indicate that the optimum use of human resources, based on their actions have been created in the light of the atmosphere and space, so that each of the employees with full satisfaction and sense of security do their most effort in direction of job duties.

Theoretical research

Self-esteem: self-esteem is level of confirmation, acceptance and value that the person feels about them. This feeling may be compared with others or independently of it. Self-esteem as a requirement includes the sense that a person needs to have it in a social interaction, the sense that we need to share your feelings with others and we feel that our feel is valuable and also others consider us valuable and we believe that they are worth together. According to Pope, self- esteem has various dimensions, including self-education, self-esteem and self-esteem of the family. With regard to the above given matters, self-esteem has five dimensions, but there are one type of self-esteem and, it is business or organizational self-esteem. Therefore, one of the biggest significant and internal dimensions that are different among employees is organizational self-esteem. Self-esteem is as an effective predictor of behavior, cognition and affection. The level of self- esteem of assessing person has important role in determining role of evaluators that do feedback process. Self-esteem can with two ways affect work behaviors: First, employees have different levels of self-esteem in works which the same affair has effect on how thoughts, feelings and behavior: Second, people generally need to feel good about themselves and about the behavior or their thoughts and they promote it to improve their

self-esteem (Bruckner 2, 1988). So one of the factors that affects the efforts and vision is self-esteem that is associated with organization of the person. Organizational self- esteem is the degree of beliefs of organization s members that they can make their needs by sharing their roles within the estimates organization.

The most well know cases of motirational are organizational self respect so as korman say: it is very frequently that self respect includes the human use of Individual experiments. It determine that the best important key that is mitigation and the people receive positive reply of it so we say it produce their own behavior and employees behavior affirmative reply (derris and collaborator 1993). It grows up when it be in situation of massages opportunity or structural argument that it include affirmative relations.

At this stage we can say that there are motivation satisfaction of job organizational engagement (tenggilbert 1999, 3) the people that hare high self respect they are have affirmative behariour (korman 19). Tolerance of ambiguity: the term of Tolerance of ambiguity was presently by blander for the first time in 1962. Because the Tolerance of ambiguity is measurable, it can be a important role in learning. The structure that assume with middle intelegence that can play an important role in learning.

There is a low Tolerance of ambiguity can cause problems in the face of the sources of stress. That's way psychologists like Bander want to promote tolerance of ambiguity that person has deal with problems and stress in the life. Bander believes that tolerance of ambiguity is a personality trait by which the person tends to be endurance and dealing with the situation or stimulus. Tolerance of ambiguity refers to the willingness individuals to interpret ambiguous situations. That is a source of danger and discomfort. (Maklin, 1993)

The individuals respond to cognitive emotional and behavior of ambiguous of ambiguous situations that often new coplexinsuble and unpredictable that make them hesitation and that may have negative or positive reactions. Cognitive reactions including responses show the tendency of individual to perceive the ambiguous situation in black and white issues. Emotional responses refer to the tool of discomfort pain hatred anger and anxiety in responses to the ambiguous situation. Behavioral responses refers to the responses that including the reject or avoid ambigussituation (Griner, 2005).

In edition the power of tolerance of ambiguity is a method that perceives the individual or group situations or stimuli vague when it faces with a group of unknown signals or heterogeneous ambiguity motor then it confront with signals complex or heterogeneous (farnhamribchester, 1995).

Inferential statistic there is significant correlation between tolerance of ambiguity and positive thinking. There is a significant relationship between self esteem and positive thinking; according to the Pearson test.

The correlation coefficient between tolerance of ambiguity and self esteem with positive thinking are in significant level less than 0.05 and respectively equal to 0.206 and 0.386.

So there is a significant positive correlation between tolerance of ambiguity and self esteem with positive thin king and the correlation between self esteem and positive thin king are more than tolerance of ambiguity.

Piris li hu use of scale organizational self–respect measurement and that studding relation self respect and human multination than they accept hypothesis it. On the other hand gardnerpiris (1998) relation between self respect organizational with whatever connection with work organizational they state their discover and they told that organizational engagement is high level. thither are meaningful relation between self respect and organizational regimental self respect cause of problems and commendatory situation (Piris and collaborator) (1999) too there are relation between self respect and work condition Piris and collaborator state that multination has direct relation with employees behavior and though the personal have high self respect they have work stis faction in other in other hand Frakstaro and Makhari (2007)state relation between self respect and various multination factor and the progress in human life.

Li,flsi (2007)state relation between organizational support and organizational engagement and state self respect is effective between Beth accept relation between organizational support and organizational engagement Gardner in piris (2004)this relation is important and it effective relation for anyone and it is positive this research state the people have high wage they have high self respect. Farster (1991)state if the people have be self positive meditation .so they have the better suitability Talor, Brown(1922) says that have be positive though in the life then they have fluency hygiene and the person has personality health sho (1986)if we emphasis on positive though group action will equal with 1.5 time when think negative.

We say attention to positive behavior in busman behavior and we don't streak about negative behavior. the positive behavior and positive thought are very important and these innate life direct way .when all human have positive though then they feel value .we indicate humans ability in life .them we says positive though case of value and joy in life them and self respect cause of massage opportunity structural argument that it grow up in life them. We say that there is satisfaction work and organization engagement

self respect and positive though cause of new solution for life. There is limitation in this assay like lake of sampling like of university employs presence so suggestion advisors psychologist and disturbance and we can use of prenatal seats consulting.

Research hypotheses
The main hypothesis
1. There is a significant correlation between tolerance of ambiguity and optimism
2. There is a significant relationship between self-esteem and positive thinking.
    Sub-hypothesis
1. There is a significant relationship between novelty and innovation and optimism
2. There is a significant relationship between complexity and optimism.
3. There is a significant relationship between insoluble issues and positive thinking
4. There is a significant relationship between social self-esteem and positive thinking.
5. There is a significant relationship between academic self-esteem and optimism.
6. There is significant relationship between physical self-esteem, and positive thinking.
7. There is a significant relationship between overall self-esteem and optimism.

Methodology
Due to the nature of the subject and objectives, this study is applied type, and it has the descriptive and correlation nature, by using field research examines the relationship between variables. According to the realm of time and space of research, the statistical population included all employees of Ilam University that were 103 students in years 93-94, it was by random sampling method and sample size was estimated 82. . The data were gathered in this study by a questionnaire. For the variable of self-esteem was used standard Harry Wallace questionnaire and for tolerance of ambiguity part was used the standard questionnaire of Vton, Cameroon and Woods confirmed the validity of its end, also for variable of the optimism was used the translated questionnaire whose validity was confirmed by experts and, and its end was used Cronbach's alpha coefficient. Self-assessment questionnaire consists of 26 questions.

Credibility of material
Reliability or research final tools to measure the internal consistency of the items was measured by Cronbach's alpha coefficient, the results of the tests have been observed in the following table:

Table1: The validity of research question

Cronbach's alpha coefficient			
Tolerance of ambiguity	Indissoluble	0.72	0.74
	novelty	0.69	
	complexity	0.82	
Self esteem	physical	0.60	0.86
	overview	0.71	
	community	0.76	
	Education	0.79	
Positive thinking			0.79
The compound end	Prior to factor analysis 0.88		0.90

Cronbach's alpha coefficient obtained for each of the final alpha coefficient and, as well as the mix of research tools with coefficient 0.90, indicates the high validity of research. Actually items are compatible.

Validity and credibility of questions
The confirmatory factor analysis, the introduced categories or factors approve or reject. A latent variable in confirmatory models has a solid theoretical and experimental foundation. According to the gathered data, just the weight of such a relationship was determined. The results of confirmatory factor analysis are presented in the following table.

Table2: Factor bars factor of research

9	8	7	6	5	4	3	2	1	Factors	
						0.81	0.79	0.82	insoluble	Tolerze of ambiguity
						0.76	0.76	0.81	newly	
0.61	0.62	0.49	0.81	0.80	0.67	0.71	0.67	0.62	complexity	
						0.75	0.72	0.78	Physical	
			0.81	0.80	0.73	0.73	0.76	0.96	General	
			0.59	0.82	0.11		0.59	0.62		
					0.71	0.81	0.74	0.78	social	
				0.81	0.80	0.73	0.61	0.69	education	
				0.63	0.66	0.61	0.77	-0.48	personal	
				0.70	0.66	0.64	0.76	Elimination		
					0.69	0.72	0.68	0.72	durability	
				0.73	0.72	0.69	0.59	0.63	Influence	

Operating normality test

The test, used to detect Kolmogorov-Smirnov test, we used to test the research hypothesis, the hypothesis that agents with a normal distribution of the Pearson correlation coefficient, and for non-normal distribution Spearman correlation coefficient was used.

Table3: Normal distribution

	Kolmogorov-Smirnov	Significant
Insoluble	1.611	0.011
Newly	1.733	0.005
complexity	1.849	0.002
Tolerance of ambiguity	0.816	0.518
Physical	1.011	0.258
General	1.521	0.020
Social	0.770	0.593
Education	0.839	0.483
Self esteem	0.579	0.891
Positive thinking	0.753	0.621

Findings
Descriptive statistics
Background information

Survey data from the questionnaire, many subjects based on gender, education and age of the respondents is as below.

Table4: Distribution of respondents by Gender

		frequency	Percent	Cumulative frequency
Gender	Male	77	77	77
	Female	23	23	100
	Sum	100	100	

According to the above table shows, of the 100 subjects in the study 23 Table 77% of them were male. Only 23 percent of respondents are women. Statistics show that the majority of participants in this study were men.

Table 5: Distribution of educational level of respondents

		frequency	Percent	Cumulative frequency
Education	Diploma and the Diploma	5	5	5
	Degree	22	22	27
	License	68	68	95
	Master's degree or higher	5	5	100
	Sum	100	100	

5% of all respondents have diploma and 22 percent degree, 68 percent have a bachelor's degree and master's degree or higher 5%.

Table 6: Distribution of respondents by age

		frequency	Percent	Cumulative frequency
Age	18-25	5	5	5
	26-35	46	46	51
	36-50	46	46	97
	over 50	3	3	100
	Sum	100	100	

According the table the highest rate of people are aged 36 to 50 years old with 46 percent and the lowest age frequency is related to age over 50.

Inferential statistics
- ✓ There is a significant correlation between tolerance of ambiguity and optimism.
- ✓ There is a significant relationship between self-esteem and positive thinking.

According to the test, Pearson correlation coefficient between tolerance of ambiguity and self-esteem and positive thinking in order to 0.206 and 0.386 is the significantly less than 0.05, so the tolerance of ambiguity and self-esteem, positive thinking positively and there is a significant correlation between self-esteem and positive thinking and tolerance of ambiguity is the relationship over.

Table 7: Pearson correlation coefficient of Research

Positive thinking		
Confidence level	Correlation coefficient	
0.040	*0.206	Tolerance of ambiguity
0.000	0.386^{**}	Self esteem

As well as to check the dimensions of the tolerance of ambiguity and self-esteem and optimism with regard to the distribution of normal and non-normal operating Pearson and Spearman correlation test was used.

Table 8: Correlation of an independent study, positive thinking

Positive thinking		Dimension
Confidence level	Spearman correlation coefficient	
0.139	-0.149	Indissoluble
0.001	0.340^{**}	Newly
0.015	0.244^*	complexity
0.220	0.124	General
	Pearson correlation coefficient	
0.290	0.107	Physical
0.000	0.438^{**}	Social
0.000	0.358^{**}	Education

There are cut relation meaningful between ambiguity don't solve and bodily and dimension that they are from self respect dimension and positive though is largest 0.05 But we cant say there are relation meaningful there and correlation coefficient in the novelty is 34% and it is complete with positive correlation 0.438 and the educational correlation with positive correlation Pierson is 0.358 that they have positive and meaningful together.

Conclusion

we study in this assay relation between ambiguity and self respect with positive though in relation to Ilam university employee .and this result indicate that all subject have positive relation together and they have meaningful relation together we use of theory of psychologist another like William Jeym (1970) Pirism, Hu (1999), gardner (1998). Piris et al. (1999) mayer frakastarmaknari (2007), Li and Fisi (2007), Gardner din and Piris (2004), Taylor and brown (1922), showartz (1998) khodayarifard (2000)and we try be of

the same direction with theme. The power of tolerance of ambiguity causes person to continue exploring the complex issuses with an open mind to achieve new solution (Zhans and follower) Positive thinking: positive thinking monitors the positive orientate in the interpretation of past present future event and positive expectations in the area of individual assessment of its capabilities relationship. With other (above) and whole universe (nature)appear in the biological psychology model of psychological social and spiritual. Revealing aspects of the structure is a function of the genetic and its interaction with interaction with environmental experiences. (shulmamkate and Seligman 1993) and (shoving prober, 2006) Today positive as a new branch of psychology is primarily the scientific study of human strength and joy. Happiness and pleasure as positive emotion can produce science from creativity or lead to problem solving in daily life. psychological consequences such as joy optimism hope creativity and wisdom that comes from .the positive experiences of the mind is the center of attention and positive psychological studies (kar2006).When you have positive thinking you are going beyond the usual methods of thinking and action and you will have more flexibility also we are more creative and more efficient. Positive emotions people intellectual properties towards positive. Positive psychology intervention including treatment or deliberate activities to promote positive positive feeling positive attention to depressions (Sin and Lyubomirsky, 2009).

The fist work on self esteem has been done by William James in 1980. He explained the difference between self known and self reorganization self esteem is a personal assessment of what people think or reflect on their owne korman 1970 introduces the self esteem at the level of what people know about themselves as pleasant and fulfilling theca needs self esteem is a systematic evaluation of oneself one self esteem is a belief of yourself in the value of overall assessment and knowing your prestige in other words the extent to which people believe they are able to satisfy their needs according to a few studies seem that individuals with high self-esteem perceived more arguments about themselves refer to the members of an organization in which they act.

References:
1. Badner S. (1962). "In tolerance of ambiguity as a personality variable". J Personal. 1962; 30: 29-50.
2. Brockner, J. (1988). "Self-esteem at work: Research, theory and practice", Lexington, Mass: D. C. Health & Co.
3. Carr, Alan, (2003). "Positive Psychology: The Science of Happiness and Human Strengths". Translated by: Hassan Pasha Sharifi & Jaffar Najafi Zand. Tehran: Roshd.
4. Forster, J. R. (1991). "Facilitating positive changes". International Journal of personal construct psychology, 4, 281－292.
5. Fredrickson, B. L. (1998). "What good are positive emotions? (Electronic version)". Review of General psychology, 2, 300-310.
6. Froman, L. (2009, August 26). "Positive psychology in the workplace. (Electronic version)". Journal of Psychology Department, 2, 169-185.
7. Furnham, A & Ribchester, T, (1995). "Tolerance of Ambiguity: A Review of the, Concept, Its Measurement and Applications". Current Psychology: Developmental, Learning, Personality, Social, 14, 179-199.
8. Gardner, D. G., Dyne, L. V., Pierce, J. L. (2004). "The effects of pay level on organization based self-esteem and performance: A field study", Journal of Occupational and Organizational Psychology, 77, 307-322.
9. Grenier, S; Barrette, A.M & Ladouceur, R. (2005). "Intolerance of Uncertainty and Intolerance of Ambiguity: Similarities and differences". Personality and Individual Differences 39 (2005) 593–600.
10. Harry M. Wallace, (2001) "Narcissism and performance: the importance of Self – Enhancement opportunity", Dissertation, May 2001.
11. Jazani, Nasrin, (1996). "Human Resource Management", Tehran, Ney Publication.
12. Khoda Yari, Mohammad, (2000). "The use of positive thinking in psychotherapy with an emphasis on Islamic Perspective"Psychology & Educational journal, 30, (1): 140-164.
13. Korman, A. (1976). Hypothesis of work behavior revisited and an extention, Academy of Management Review, 1, 5063.
14. Lee, J. & Feccei, R. (2007). Perceived organizational support and effective commitment: the mediating role of organizational based self-esteem in the context of job in security, Journal of Organizational Behavior, 28, 661.
15. MacLain, D.L. (1993). The MSTAT-I: a new measure of an individual's tolerance for ambiguity, Educational and Psychological Measurement. Volume 53, Issue 1, pages 183-189.
16. MacLeod, Andrew. K., and Conway, Clare. (2007). Well－being and positive future thinking for the self-versus others. Cognition & Emotion, Volume 21 (5), 1114 –1124.
17. MacLeod, Andrew. K., and Salaminiou, Eva. (2001). reduced positive future－thinking in depression: Cognitive and affective factors.

Cognition and emotion, 15 (1), 99– 107.

18. MacLeod, Andrew. K., Tata. Philip, Tyrer, Peter, Schmidt, Ulrike, Davidson. Kate, and Thompson, Simon. (2005). Hopelessness and positive and negative future thinking in parasuicide. British Journal of Clinical Psychology. 44, 495–504.

19. Mayer, B. W. & Fraccastoro, K. & Mcnary, L. D. (2007). The relationship among organizational based Self-esteem and various factors motivating volunteers, Nonprofit and Voluntary Sector, 36, 327.

20. Myers, J. R., Henderson-King, D. H., & Henderson- King, E. I. (1997). Facing technological risks: The importance of individual differences. Journal of Research in Personality, 31, 1–20.

21. Peterson, C., Park, N., and Seligman, M.E. (2005). Orientations to happiness and life satisfaction: the full life versus the empty life. Journal of Happiness Studies. 6:25– 41. DOI 10.1007/s10902‑004‑1278‑z.

22. Pierce, J. L., D. G., Dunhum, R. B. & Cummings, L. L. (1993). Moderation by organization based Self-esteem of role condition employee response relationship, Academy of Management Journal, 2, 271288.

23. Schulman, P., Keith, D., & Seligman, M. E. P. (1993). Is optimism heritable? A study of twins. Behaviour Research and Therapy, 31, 569–574.

24. Schweingruber, David. (2006). Success through a positive mental attitude?: The Role of Positive Thinking in Door‑to‑Door Sales. The Sociological Quarterly. 47, 41–68.

25. Shavelson, R. J., Hubner, J. J., & Stanton, G. C. (1979). Selfconcept: Validations of construct interpretations, Review of Educational Research, 46, 407441.

26. Sin, N. & Lyubomirsky, S. (2009). Enhancing well-being and alleviating depressive symptoms with positive psychology intervention: apractice_ friendly meta-analysis. (Electronic version). Journal of clinical psychology, 65, 467 - 487.

27. Tang, T. L., & Gilbert, P. R. (1994). Organizationbased Selfesteem among mental health workers: A replication and extention, Public personnel Management, 23, 127134.

28. Taylor, S. E., & Brown, J .D. (1988). Illusion and well‑being: A social psychological perspective on mental health. Psychological Bulletin, 103, 193‑210.

29. Vella‑Brodrick, Dianne. A., Park. Nansook., and Peterson, Christopher. (2009). Three Ways to Be Happy: Pleasure, Engagement, and Meaning—Findings from Australian and US Samples. Soc Indic Res (2009) 90:165–179. DOI 10.1007/s11205‑008‑9251‑6.

30. Zenansi, F & Besancon, M & Lubart, T, (2006). Creativity and Tolerance Ambiguity: An Empirical Study, Journal of Creative Behavior.

6/25/2015