

Moderating Role of Coping in Relationship of Aggression and Life-Satisfaction among Blue-Collar Workers

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Abstract. The current study is an empirical endeavour that enables us to find out the relationship between aggression and life satisfaction along with the moderating role of coping strategies among a purposively convenient sample of the blue-collar labour force (N = 214) selected from the Sargodha and Kushab districts of the Punjab Pakistan. Constructs of the study were measured through the Urdu-translated versions of the Aggression Scale (Orpinas, et al., 2003), Satisfaction With Life Scale (Diner et al, 2014), and Brief Coping Scale (Carver, 1997). Results showed aggression as a significant positive predictor of life satisfaction, whereas overall coping and maladaptive coping was found to be the significant moderator in the relationship between aggression and life satisfaction. Certain limitations, suggestions for further research, and practical implications have also been discussed.

Keywords. Life-Satisfaction, Aggression, Moderating role of coping strategies

1- Introduction

The term blue-collar is denoted to the workers that belong to the industrial profession and work on daily wages. The term blue-collar was first introduced in 1924, in the Iowa newspaper, Alden. These workers are an important part of every country. Some workers who have great knowledge or ability and have some special training are skilled; workers who have no special training or any ability are labelled as unskilled workers. There are many professions associated with blue-collars e.g. industrialization, digging, agricultural workouts, cataloguing, dealing with, an assortment of waste, storehouses, excavation, fisherman, reprocessing materials, and many more that require physical efforts. Due to their work nature, they faced multiple stressors that detriment their quality of life and work performance at large. Here their own coping mechanisms played a vital role in the assurance of life satisfaction. Empirical evidence revealed that blue-collar workers' job nature entails repetitive tasks, incubated with job stress, heavy workloads, or a tough shift schedule that may also increase the risk of

work-related aggression. This manifestation of induced aggression negatively impacts the job satisfaction of workers and reduces life satisfaction.

1.1 Aggression

Aggression is a term that is used to reveal others' hostile behaviour whether physical or psychological. We say people are violent when they yell or strike each other, when they disrupt other cars in traffic, or when they smash their fists on the table in frustration. But other adverse actions, such as injuries to athletes during a tough game or killing opponent soldiers in combat, cannot be seen as a provocation. Aggression is hard to understand, social scientists, judges, and politicians as well as many others, with attorneys, have spent time determining which aggression should not be considered and should not be understood. This forces us to use successful assignment mechanisms to help evaluate the reasons for the actions of others. Sociologists describe aggression as actions aimed at hurting someone else who does not wish to harm (Baron & Richardson, 1994). Since it includes the idea of intent, what appears to be violence from the point of view doesn't appear the same to others, and then the same harmful action cannot be viewed negatively in its intent.

Multiple theoretical constructs in the literature describe aggression and its manifestations differently some refer to the prime interplay of nature and biological disposition and some focuses on the vital role of situational and environmental factors. Psychoanalysis, the most popular psychodynamic theory, developed by Sigmund Freud explains that human aggression is a natural impulse that arises from the individual rather than from the situation and is, therefore, an indispensable part of human life (Glassman & Michael, 2004). Freud (1937) claimed that every human being from birth has two fundamental drives that play an important role in the development and actions of his personality the campaign of violence (Thanatos) and the campaign of happiness (Eros). Thanatos, or destructive force, communicates aggression to others and towards self. Furthermore, the two ancient forces, the mountains of life and death, seek constant expression and fulfilment while at the same time opposing each other in our subconscious. This conflict is at the root of all the aggression. The social learning theory of violence postulates that violence can be taught directly by operant conditioning, which involves positive and negative reinforcements and punishments. Bandura (1971) suggested that aggression could also be learned through incidental methods of observational education. Bandura believed that imitating family members was the most significant means of modeling aggressive support. All these theories conclude that aggression has a significant impact on one's satisfaction with life.

1.2 Life Satisfaction

The satisfaction of life is much more complicated than that the word is often used with different meanings with pleasure, but these are two distinct terms. The satisfaction of life is the overall measure of a person's life, not just from one's recent level of happiness. There are several diverse definitions of life satisfaction, such as Diner (1985) described it as "the overall evaluation of emotion or feelings and behaviour, attitudes regarding one's life at a specific point in time, from positive to negative. Another common concept of life satisfaction has emerged according to researchers (Butel, 2006; Veeinhoven, 1996) that life satisfaction is the degree to which one analyzes his or her life, overfavourably e.g., how much he or she enjoys the life revealed in his or her guidance to others about life. Bottom-up theories hold that in many aspects of life, such as employment, relationships, family and friends, personal growth, and health and fitness, we experience fulfilment. On the other side, top-down assumptions state that our ultimate satisfaction with life "affects or even dictates" our satisfaction with life in many other various ways (Schimmack, Diener, & Oishi, 2002).

In the 1960s, satisfaction with life was initially considered a measure of intention and externality. Similarly, heart rate or blood pressure levels may be empirically and superficially assessed. Later then, it has become evident, based on various studies in this article, that measuring life satisfaction is unsustainable, while life satisfaction is linked to factors such as income, health, and quality of relationships, but each person can weigh distinct from others. Also, it is not unnoticed for an individual with a little profit, meagre health, and some close associations to have a better life, a healthier companion, and a more fulfilling life than many friends. It is ridiculous to believe that we can assess happiness in life from the outside due to individual variations in personality and emotional expression. It also follows, logically, that it must be done to get a reliable indicator of life satisfaction. Surveys, questionnaires, and interviews provide standard measurement techniques.

1.3 Aggression and Life-Satisfaction

There was only one study in the publication review by Valus, Zelig, et al., (2001), that investigated the relationship between contradictory attitudes and life satisfaction in youngsters (5,032) who started their professional careers and concluded that youngsters are more involved in aggression and violence as compared to others. Similar results were reported by other studies that a link between self-reported fulfilment and hostile attitudes; means violent attitudes are associated with life's dissatisfaction. (Valuest et al., 2001). However, their coping also affects the outcomes of aggressive behaviours linked to life satisfaction.

1.4 Coping

Lazarus and Folkman (1984) described coping as a person's "cognitive and behavioural attempts" to handle stress, typically defined as emotion-focused or problem-focused coping. Strategies for coping apply to both concrete actions and psychological hard work used by individuals to master, accept, reduce or eliminate worrying circumstances. Two general coping mechanisms are distinguished i.e., problem-solving mechanisms are certain constructive attempts to reduce stressful circumstances; while tension or future stressors are the objects of emotional object strategies or mechanisms.

Coping theories are divided into two distinct categories i.e., Trait vs. State oriented theories (Krohne, 1996) and macro-analytic perspectives vs. micro-analytic approaches. Trait theories focus on an individual's resources and early identification of competing tendencies, while state-based theories focus depending on moods and individuals' current state of mind. A variety of concrete and solid competition techniques are analyzed by micro analytics, while the macro analytical approach focuses on fundamental and abstract methods of competition. Byrne (1964) states that trait theory entails that, in only one of two opposite poles e.g. repression or sensitization, there is a psychological aspect in which a person deals with stress. Miller (1987) stated that because of their similarity in nature like cognition and the scientific knowledge style, surveillance and bluntness are a construct grounded on the theory of repression sensitization. One of many macro-analytic, state-based competition theories is the defence mechanisms laid down by Freud (1937). Two major categories of these defence mechanisms are intellectual and coercive. Although Lazarus and Folkman's theory (1984, 1986) was initially macro analytic, it was extended to the microanalytic point of view. Stanisawski (2019) proposed the Coping Circumplex Model (CCM), which integrates various coping distinctions and draws inspiration from the circumplex model tradition in psychology. This model assumed that in stressful conditions, people face two tasks: solving the problem and regulating their emotions, which are reflected in two corresponding dimensions, the problem coping dimension and the emotion coping dimension. Bipolar aspects are interpreted as problem coping and emotional coping. Importantly, these dimensions create a framework for other types of coping. Positive emotional coping, efficiency, problem-solving, preoccupation with the problem, negative emotional coping, helplessness, problem avoidance, and hedonic disengagement are

the eight coping styles included in the model.

1.5 Moderating Role of Coping in Relationship of Aggression, and Life-Satisfaction

Grizzleet al. (2016) conducted a study on a sample of 500 healthcare professionals and found that healthcare workers were continually enduring work-related violence as staff are not happy with their working conditions. Factors such as repetitive activities, job stress, heavy workloads, or a shift schedule may also increase the risk of work-related aggression due to increasing aggression being negatively associated with job satisfaction of workers and thus affecting their overall life domain (Ariza-Montes et al., 2017). According to Lazarus (1966), coping responses are decided by the assessment of the degree of influence over essential resources available to the entity. In their conceptual model, psychologists separate coping responses into emotion-focused coping and problem-focused coping strategies. Therefore a coping strategy can be characterized as a cohesive collection of responses to behavioural and physiological stress that is stable over time and context, and that is typical of a certain group of people. Many studies identify individual behavioural and physiological variations as characteristics that may assess the person's susceptibility to stress-related illnesses. According to the situation, the use of coping strategies enhances the satisfaction of life and decreased the level of stress and aggression or any other interrelated conflict. Existing literature evidenced direct and intervening effects of defence mechanisms as coping strategies on certain variables for example research on medical trainees in Romania found that superior adaptation was the best-represented defence strategy, followed by mental inhibition whereas the least used defence strategy was the major distortion and further their contribution in life satisfaction and stressors was as moderator (Panfil, Frandes, Nirestean, et al., 2020).

Based on the aforementioned discourse it is assumed that coping as a defence mechanism will moderate the negative relationship between aggression and life satisfaction such as the existing relationship will be weakened. Following were the study hypothesis:

H1: Aggression will negatively predict life satisfaction among blue-collar workers.

H2: Coping and its constructs would significantly moderate the relationship between aggression and life satisfaction

2. Methodology

2.1 Sample. The study is based on a cross-sectional survey research design. The sample of the study was a blue-collar labour force ($N = 214$) with ages ranging from 25 to 40 years. The data was collected using a purposive sampling technique from different areas of the Sargodha district. Men ($n = 103$, 50%) and women ($n = 111$, 50%) were given equal representation in the sample. Participants belonged to two age groups including 25-32 years ($M = 27.52$, $SD = 2.11$). Individuals who belong to the blue-collar labour category and paid daily wages were included in this study and except for blue-collar labour, all were excluded from this study.

2.2 Instruments

2.2.1. Aggression Scale. The AS was developed by Orpinas, Horne, and Staniszewski (2003) and consisted of 11 items. The scale is based on a Likert-type scale in which response categories ranged from 0 for *never* to 6 for *six times*. In the current study, the Urdu Translated Version (Malik, 2019) of the scale was used and Alpha reliability was found to be high ($\alpha = .87$).

2.2.2. Satisfaction with Life Scale. The SWLS was developed by Diener, Emmons, Larsen and Griffin (1985), and Urdu-translated by Hayee (2014). The scales consisted of 5 items. The scale is based on a 7-point rating scale in which response categories ranged from *strongly disagree* = 1 to *strongly agree* = 7. The internal consistency with a value of 0.87 and stability over time with a test-retest coefficient of 0.82.

2.2.3. **Brief Cope Scale (BCS).** The BCS was developed by Carver (1997) and Urdu-translated by Akhtar (2005) The scale consisted of 28 items. The scale is based on a 4-point rating scale in which response categories ranged from I haven't been doing this at all (1) to I have been doing this a lot (4). The alpha reliability of the subscales of the Brief Cope Scale ranged from .57 to .90 which indicated satisfactory reliability.

2.3 Procedure

The participants were approached individually. They were informed about the nature of the present research. They were allowed to ask if they found confusion in the questions. Participants were assured that the information provided by them will be kept confidential and will be used just for research purposes. Ethical consideration regarding confidentiality of data, informed consent, and briefing was followed following APA guidelines. Translated versions of questionnaires were handed over to them along with a self-developed informed consent form and demographic data sheet. Before administration, instructions were given to the participants. All the required information was gathered through the demographic sheet and scales. At the end of the research, they were appraised regarding their support and cooperation in the study.

3. Results

3.1 Data Analysis Plan

Data were subject to appropriate analyses SPSS-22 version and Process by Hayes to accomplish the objectives of the study. Alpha coefficients, descriptive analysis, Pearson correlation, and hierarchical regression analysis were carried out to meet objectives and hypotheses testing. Findings are presented in the following tables:

Table 1

Alpha coefficients and Correlation Matrix for all the Variables Used in the Study (N = 214)

Variables	1	2	3	4	5	6	7	M	SD	α
1. AS	..	-.20**	.22**	.08	.16*	.29**	.00	23.10	9.74	.78
2. SL14*	.18**	.03	.35**	.20**	19.75	6.96	.84
3. BC68**	.75**	.81**	.56*	62.42	8.88	.71
4. PFC39**	.31**	.28**	15.20	3.007	.60
5. EFC46**	.33**	13.81	2.82	.63
6. MAC27**	24.70	4.38	.77
7. AC	8.70	2.019	.61

Note. 1 = aggression; 2 = life-satisfaction; 3 = brief coping; 4 = problem focused coping; 5 = emotion focused coping; 6 = maladaptive coping; 7 = adaptive coping.

* $p < .05$. ** $p < .01$.

Table 1 describes descriptive statistics and the Pearson correlation matrix for all the study variables. Table 1 also demonstrates the alpha coefficients that were found to be satisfactory (i.e. greater than .70) for aggression, satisfaction with life, and a composite score of coping strategies. Alpha reliabilities ranged between .53 to .60 for sub-scales of the brief coping scale.

Table 2

Moderating role of brief coping and adaptive coping in the relationship between Aggression and Life-Satisfaction among Workers (N = 214)

Predictors	Outcome: life satisfaction 95%CI		
	B	LL	UL
Constant	-11.58	25.11	1.94
Aggression	-1.18***	.64	1.71
Adaptive coping	-1.14	-2.56	.29
Aggression*Adaptive coping	.01	-.06	.07
Brief coping	.61***	.32	.90
Aggression*Brief coping	-.02***	-.03	-.01
R ²	.18		
F	8.34***		
R	.42		

**p < .001.

Table 2 demonstrates the moderating effect of adaptive coping and overall coping in the relationship between aggression and life satisfaction. Results show aggression (B = 1.18, p < .001) and overall coping (B = .61, p < .001) as significant predictors of life satisfaction. Moreover, the interaction effect of aggression and overall coping was also found to be significant (B = -.02, p > .001). The overall model was found to be significant {F(3, 211) = 8.34, p < .001} that described an 18% variance in life satisfaction which was denoted to the predictors.

Figure 1

Interactive Effect of Aggression and Low Brief Coping on Life Satisfaction

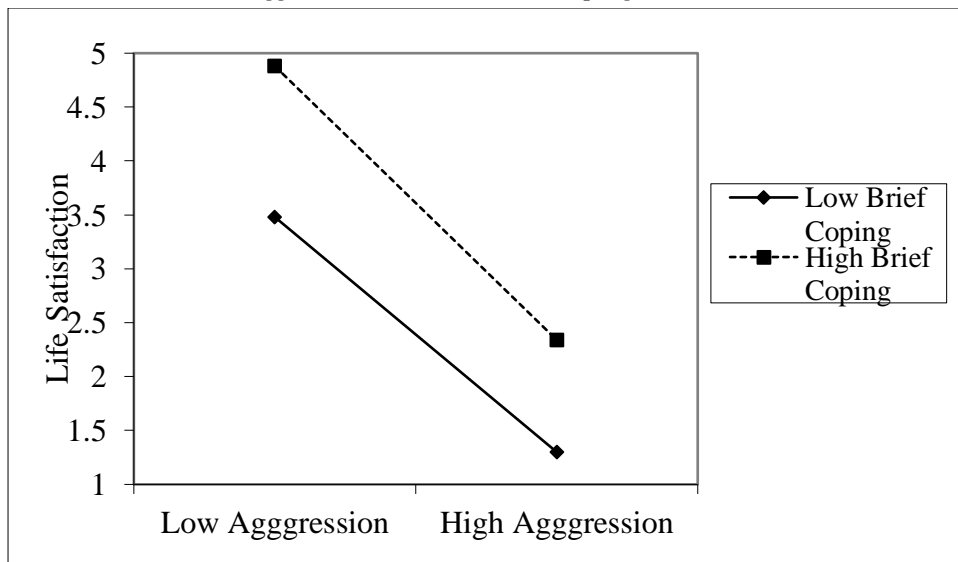


Figure 1 displays the interactive effect of aggression and low brief coping on life satisfaction. Regression plots has been demonstrating that the negative relationship between aggression and life satisfaction is relatively stronger in the case of the high level of brief coping that endorses that the low level of brief coping moderates to strengthen the inverse relationship between both.

Table 3

Moderating role of emotion focus coping and maladaptive coping in the relationship between Aggression and Life-Satisfaction among Workers (N = 214)

Predictors	Outcome: life satisfaction 95%CI		
	B	LL	UL
Constant	20.32	19.39	21.26
Aggression	-1.18***	.07	.28
Emotion focus	-.18	-.54	.19
Aggression*emotion focus coping	.00	-.04	.04
Maladaptive coping	.25***	.32	.90
Aggression*maladaptive coping	-.05***	-.03	-.01
R ²	.16		
F	7.26***		
R	.40		

** $p < .001$.

Table 3 demonstrates the moderating effect of emotion focus coping and overall coping in relationship of aggression and life satisfaction. Results show aggression ($B = 1.18, p < .001$) and overall coping ($B = .61, p < .001$) as significant predictors of life satisfaction. Moreover interaction effect of aggression and overall coping was also found to be significant ($B = -.02, p > .001$). Overall model was found to be significant [$F(3, 211) = 7.26, p < .001$] that described 16% variance in life satisfaction which was denoted to the predictors.

Figure 2

Interactive effect of Aggression and maladaptive Coping on Life Satisfaction

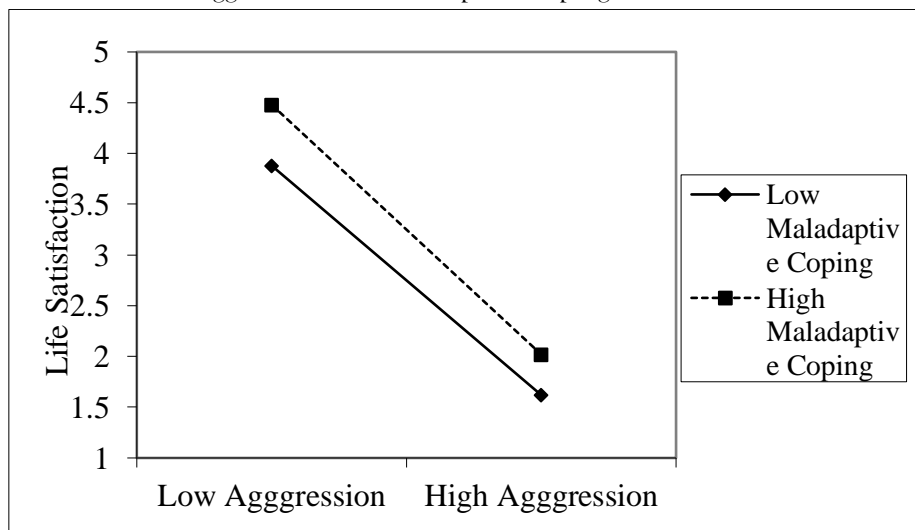


Figure 2 yields the interactive effect of aggression and maladaptive coping on life satisfaction. Slope lines demonstrate that the negative relationship between both is slightly increased when the high level of maladaptive coping intervenes. It is surmised that the low level of maladaptive coping moderates to enhance the negative relationship between aggression and life satisfaction.

Table 4

Moderating role of emotion focus coping and maladaptive coping in the relationship between Aggression and Life-Satisfaction among Workers (N = 214)

Predictors	Outcome: life satisfaction 95%CI		
	<i>B</i>	LL	UL
Constant	-19.06	-32.26	-5.85
Aggression	1.35***	.81	1.88
Problem focused coping	.47	-.33	1.26
Aggression* Problem focused coping	-.01	-.04	.03
<i>R</i> ²	.17		
<i>F</i>	8.20***		
<i>R</i>	.42		

** $p < .001$.

Table 4 demonstrates the moderating effect of emotion focus coping and overall coping in relationship of aggression and life satisfaction. Results show aggression ($B = 1.18, p < .001$) and overall coping ($B = .61, p < .001$) as significant predictors of life satisfaction. Moreover interaction effect of aggression and overall coping was also found to be significant ($B = -.02, p > .001$). Overall model was found to be significant [$F(3, 211) = 7.26, p < .001$] that described 16% variance in life satisfaction which was denoted to the predictors.

4. Discussion

The current study aimed to find out the moderating role of coping in the relationship between aggression and life satisfaction among blue-collar workers. It was hypothesized that aggression will negatively predict life satisfaction among blue-collar workers and Pearson correlation analysis results confirmed the current study hypothesis (see Table 3). Aggression is usually accompanied by negative hostile and aggressive feelings that may affect the stability of mood and behaviour. In a study conducted by Grizzle, Tashua, and Lashun, (2016) it was found that health care workers working in mid-level management or as trainees who were continually experiencing enduring work-related violence were also not happy with their working conditions. Factors such as repetitive activities, job stress, heavy workloads, or a shift schedule were also found to be significant contributors to the increase in the risk of work-related aggression by ultimately decreasing the job satisfaction of workers and devastating the life conditions overall (Ariza-Montes et al., 2017). Çevik, (2017) conducted a study on school administrators and found that anger puts significantly devastating effects on the employee's, coping abilities, pro-social behaviours, and display of empathy towards subordinates or co-workers. Furthermore, empirically it was evident that empathetic understanding and pro-socialities are the buffering aids or allied characteristics of one's adaptive capabilities so the absence or decrease in these dimensions ultimately lowers one's life satisfaction (Babaođlan, 2006).

Certain studies have demonstrated the intervening role of coping in the relationship of the pertinent variable. It was found logical to examine the moderating role of coping strategies in the present study. Viseu et al, (2019) a study has conducted a sample of 729 participants the study found that the perception of financial threats is positively linked to the occurrence of negative psychological results, especially distress. Results of the study showed that coping acted as a moderator in the relationship between financial threats or psychological issues and mental health, coping strengthens the mental health abilities and decreases the psychological issues. Regarding the isolated link of active coping and coping with the negative psychological effects taken into account, social support was found to decrease the psychological symptoms. This reduction was important in all situations, with the respect

to the relationship between coping and stress, with a p-value below .05. These findings align with previous works, i.e. the more coping mechanism is used and social support is increased the lower the occurrence of mental health disorders (Compas et al. 2001; Wanberg 2012).

The findings of current research partially supported 2nd hypothesis that overall coping, emotion-focused coping and maladaptive coping was found to be the significant moderator in the relationship between aggression and life satisfaction. Smith et al, (2016) conducted a study on 477 samples of undergraduate students, the study showed that those individuals who had good coping abilities and heightened their resilience faced fewer psychological problems, they can be managed and regulate their emotions and behaviour according to the situation, increased their satisfaction with life and emotional stability. Similarly, when maladaptive coping is increased, aggression is also increased lower the emotional stability and decreased satisfaction with life.

On the other hand, adaptive and problem-focused strategies did not moderate the relationship between aggression and life satisfaction. Some studies indicate the non-significant role of coping strategies, e.g. Marlatt and Gordon (2013) indicated that being in a high-risk circumstance without an appropriate coping mechanism after a period of absence results in individuals experiencing low levels of self-efficacy for their ability to cope with the relatively high-risk situation. Provided that a person has positive alcohol-related outcome expectations, this lack of self-efficacy raises the risk that the individual may indulge in drinking. This initial relapse contributes to the impact of abstinence breach, where people doubt their capacity to withdraw from alcohol. This process would result in a complete drinking relapse. Therefore, Marlatt and Gordon (2013) described how expectations of the result, self-efficacy, and coping combine to predict alcohol use disorder recurrence.

Coping strategies are usually used by individuals when there is conflict in an anxiety-producing situation faced by them. This argument is supported by Sandstrom (2004), who found coping strategies to be a successful mechanism to control depression anxiety conflict psychological distress. Aggressive and ruminative coping is an ineffective and unfavourable approach to mental health change e.g. for instance studies found that both of these ways of coping were aligned with more signs of internalization. Other studies have shown that mental disengagement is a contributing factor to elevated depressive symptoms, often evaluated as helplessness or other psychological disorder (e.g., Kaminsky, Robertson, & Dewey, 2006).

5. Conclusions

It is inferred that aggression was a significant negative predictor of life satisfaction, whereas brief coping and maladaptive coping strategies significantly moderated the inverse relationship between both. Adaptive, emotion-focused and problem-focused coping strategies were not found to be the moderators of the relationship between aggression and life satisfaction.

6. Limitations and Suggestions

There have always been certain limitations while researching social sciences. Following the limitations of the present study should also be conceived as suggestions:

The sample of the present study was small and collected from a limited locale, moreover, data may be collected through multi-methods (i.e. combination of interview and self-report measures) to control the inflation effect caused by social desirability. Moreover, control of demographic characteristics e.g. experience, nature of the job, age, gender, etc may exert a more clear perspective in the area of study.

7. Implications

The finding may cautiously be used in the clinical setting to develop strategies to enhance the life of blue-collar workers through reducing aggression and strengthening health coping strategies. The current finding may also be useful for those interested in extending empirical research further within the indigenous paradigm.

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