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Psychological predictors of acculturation strategy choice

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ABSTRACT

The focus of this paper is on the presentation of main psychological predictors that define the choice of acculturation strategies. The results presented have been empirically proved, are based on the modern research approach and confirmed by many researchers in the field of cross-cultural psychology. The results have shown that there are a number of predictors capable of defining the choice of a specific acculturation strategy. Our approach to the selection of potential variables was based on the integration of the two main acculturation study directions: cross-cultural psychology and psychological anthropology. Such approach to the research allowed us to define specific psychological predictors. The model we present is based on empirical findings and is statistically validated. The results of the research are applicable in various areas related to intercultural communication and cross-cultural movement of individuals.

Keywords: acculturation, acculturation strategy, psychological predictors, acculturative stress

Introduction

Acculturation is a relatively new term in cross-cultural psychology. Since the end of the 90s, the term "acculturation" has been actively embedded in the categorical apparatus of ethno-cultural psychology. Actually, the term "acculturation" was first used by anthropologists R. Redfield, R. Linton and M. Herskovits. In their report "Memorial to the study of

acculturation," they introduced the following definition, quite commonly used ever since: "when groups of individuals having different cultures come into continuous first-hand contact with subsequent changes in the original culture patterns of either or both groups" (Redfield, Linton & Herskovits, 1936, p. 149). Later on, acculturation was understood as changes in culture, initiated by a collision of two or more autonomous cultural systems. In 1901, sociologist S. Simons published a review of studies of acculturation. Most of the works of that time were authored by European sociologists. All of them proved the validity of the concept of "mutual adaptation"", which led to cultural melting (absorption) in multicultural empires or modern national states. In German literature, this process has been referred to as amalgamation, and in English it is termed assimilation. S. Simons writes that acculturation can be defined as a process of adaptation that occurs between members of two different races, in the case of a prolonged contact, where the necessary mental conditions are present. As a result of this contact, a relative homogeneity of the group is achieved (Teske & Nelson, 1974). Figuratively speaking, this is a process by which the totality of people differ from a simple mechanical bond in a complex chemical. Despite the obvious fact that acculturation entails bilateral processes of change, further research in this area focused on the adaptation and changes occurring in groups of indigenous people, immigrants, "visitors" and other cultural minorities as a result of their contacts with the dominant majority.

Literature Review

Berry (2002) emphasizes that sometimes acculturation can be considered as a process of cultural education, which puts less pressure on groups that belong to minorities. If inculturation is the teaching of the first (native) culture, then acculturation is the teaching of the second (alien) culture. This process is often seen as a non-conflict cultural exchange, in which the culture of minorities is displaced by the culture of the dominant majority, that is, a simple assimilation occurs. However, the terms assimilation and acculturation have different interpretations. If assimilation means a complete dissolution of a person in another cultural environment, acculturation involves different strategies for adapting to new conditions of existence (Berry, 2002).

In cross-cultural psychology it is important to distinguish the group and the individual level of acculturation. N. Graves coined a new term "psychological acculturation," that is, the changes that an individual experiences as a result of being in contact with other cultures and a result of participation in the process of acculturation that his or her cultural or ethnic group undergoes. This difference between group cultivation and psychological acculturation is important for two reasons. Firstly, the phenomena vary at two levels: for example, changes in the social structure, economic standing and political organization often occur at the level of the population, while changes in such attributes as identity, values, and attitudes occur at the individual level. Secondly, the reason for distinguishing between the two levels is that not all individuals undergoing acculturation participate in collective changes that take place in their group to the same degree or in the same way. Consequently, if there is a need to understand the relationship between a cultural contact and the psychological results of interaction for individuals, one should evaluate changes at the population level and the participation of individuals in these changes, and then link both of these parameters with psychological consequences for the individual (Berry, 2008).

Acculturation is defined as a process of change that is a result of the first contacts between individuals from different cultures (Redfield, Linton & Herskovits, 1936, p. 149). The acculturation process used to be mainly considered as a unidirectional course of cultural change, which ultimately led to complete assimilation. However, a more recent understanding of the construct implies that acculturation is a multifaceted phenomenon and that true assimilation can never occur. Indeed, adaptation and change are important components of the definition; however, constraining variables, preferences and aspirations for ethnicity should also be considered. Richman et al. (1987) pointed to another component that should be taken into consideration while researching the interaction between representatives of two cultures. They term it "probability", meaning a set of changes that might occur as a result of the indicated interaction (Richman, Gaviria, Flaherty, Birz & Wintrob, 1987). This assumption was inherent in some of the first definitions of acculturation but now most researchers are developing and promoting the use of a multidimensional or two-dimensional model of the study of acculturation, as confirmed by researchers S. Mendoza, R. Halualani and J. Drzewiecka (2002). The two-dimensional model defines main approaches to the study of acculturation. Acculturation becomes a process in which elements of the non-dominant and dominant ethno-cultural communities contribute to preservation and assimilation (Mendoza, Halualani & Drzewiecka, 2002). However, in an attempt to isolate individuals using the approach of full assimilation, one should take into account the possibility that many options are available to people who interact with the new culture. This phenomenon can be called situational acculturation: the person and the situation form a complex interaction. This interaction is a multidimensional recursive process that defines cognitive and perceptual assessments. In turn, these estimates influence behavioral outcomes. Grieder et al. (2012) have suggested that in the educational process a person may reject religious practice, learn certain customs, dress in traditional clothes, and integrate the benefits of eating and celebrating some holidays. They also introduce the concept of acculturation status, which, in turn, can be understood only through the introduction of the so-called acculturation index that describes the number of formed individual relationships (Grieder, Mendoza, Smith & Malina, 2012).

The initial definitions of acculturation assumed that domination is not the only form of interconnection, and that cultural and psychological homogenization does not necessarily have to be the only possible result of intercultural contact. Many years of observation show that people have different thoughts about how they want to live after intercultural contact. They adopt different strategies for acculturation; not every individual aspires to such contact, and among those who seek it, not everyone agrees to change their culture and behavior so that they are more in line with another (often dominant) group. In 1936, Redfield noted that assimilation is not the only form of acculturation and that there are other available options (cited in: Berry, 2002). While accepting this assertion as a starting point, J. Berry first distinguished between assimilation and integration strategies and later on between separation and marginalization strategies as different ways through which acculturation can be accomplished (both on the group and individual levels). These differences entail two parameters that are based on targeting own group and other groups. The first parameter is understood as the relative advantage of preserving one's cultural heritage and identity (Issue 1), and the second is the relative advantage of communicating with the wider society and participating in it together with other ethno-cultural groups (Issue 2).

According to Berry (2002), to determine the individual orientation towards accultura-tion, one needs to know how the identification process is taking place with one's own and the basic culture. Thus, the two-dimensional model includes four variants of ethnic identity, in which an individual with varying degrees of intensity identifies themselves with one, two, or even several ethnic communities (Figure 1). The orientation in two issues may differ in the parameters that are represented by two-way arrows. In general, positive or negative perceptions of these problems overlap, which allows us to identify four strategies for inter-cultural relationships.

Issue 1: Maintenance of heritage, culture and identity

Issue 2:

Relationships sought among groups

Integration   Assimilation

Separation   Marginalisation

Strategies of ethnocultural groups

Multiculturalism   Melting pot

Segregation   Exclusion

Strategies of larger society
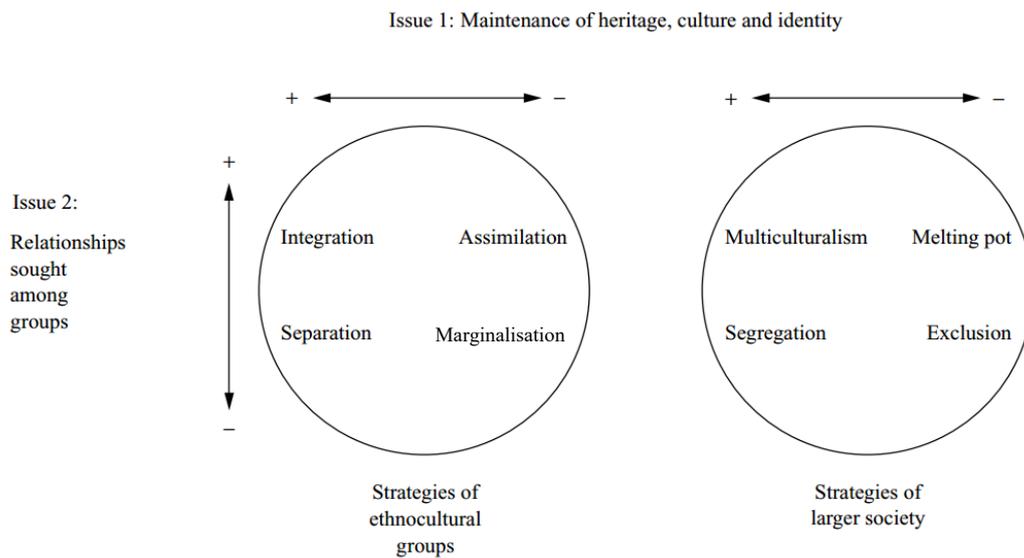
Figure 1. Ways of interaction between cultural groups [Source: Berry (2002) *Cross-cultural psychology: Research and applications,* p. 354].

These strategies are named differently, depending on which group is being considered (dominant or not dominant). From the point of view of non-dominant ethno-cultural groups, when individuals are reluctant to maintain their cultural identity and aspire to daily interaction with other cultures, this determines the strategy of assimilation. On the oppo-site side, when people preserve their own culture and at the same time they want to avoid interaction with other cultures, then the alternative separation strategy is determined. If there is a mutual interest in preserving the original culture, in everyday interaction with other groups, the strategy of integration becomes the choice; in this case a degree of cultural integration is supported, while members of an ethno-cultural group are seeking to interact as an integral part of a large social network. And when there is little opportunity or interest in preserving one's culture (often due to its forced loss), and little interest in interacting with other groups (often for reasons of exclusion or discrimination), then the strategy of margin-alization comes into play (Navas, Rojas, García & Pumares, 2007).

Methods

In order to obtain the most reliable results, cross-cultural and psycho-anthropological approaches should be integrated, since only in this way the maximum coverage of the desirable variables that require detailed research can be achieved and the most significant factors in individual choices of the strategy of acculturation can be highlighted. In general, it should be noted that the so-called "measures" of acculturation differ by types of "domains", which are evaluated for the subject of cultural change. The most commonly used language or ethnic language of a person is estimated. In this area, there are great differences in how the use of a language is assessed. This shift manifests itself even when the analysis is limited to one particular ethnic minority group, for example, Hispanics (Ng, 2007).

In relation to this group, some measures first of all have to assess the use of a language (for example, according to the Hispanic scale by Martinez, Norman and Dylan, 1984), to further assess language preferences (for example, the Bicultural Inclusion Scapitology Scaposhnik, Curtises and Fernadas, 1980), as well as other measures for assessing the level of language proficiency (for example, the two-dimensional acculturation scale Marina and Gamba, 1996) (Weisskirch & Alva, 2002). An important context is the use of a language. Some people use the language as the main tool in general or in different situations, while others evaluate the use of the language only in specific social contexts, such as with family members, at work or with friends.

At the personal level, there are two interesting phenomena. Firstly, there are a lot of psychological changes. Changes in behavior are reported in literature; they include values, attitudes, abilities and motives. Similar changes are defined as behavioral shifts. For example, existing identities and attitudes are changing and new ones are developing: personal identification and ethnic identification often shift away from the initial indicators; there are thoughts about how (if at all) people should participate in the process of acculturation; other attitudes (such as intergroup attitudes and life preferences) also change and develop in the process of acculturation. At the personal level, in the process of acculturation, social and psychological problems often occur; they relate to the concept of acculturative stress; other researchers use the term cultural shock. It is especially relevant in terms of psychological, social and physical factors of acculturation. Since such negative and undesirable consequences are inevitable and there are many opportunities to deal with them in the process of acculturation, then obviously there are serious problems with acculturation. The emergence and spread of behavioral shifts and acculturation stress occur due to a number of features that individuals bring with them in the field of cultivation, and other phenomena that occur in the process of acculturation (Berry & Sam, 1997). To measure possible changes in behavior, valid and reliable questionnaires were used, including the Complex Acculturation Questionnaire developed by K. Berry, Kettel's 16-factor assessment and Freiburg 9-factor Personality assessment.

Results

Total sample size was 279 people: 111 male and 168 female respondents aged 16 to 56 years. The sample was divided into the age groups according to Abramova (1999): youth (from 16 to 21 years), adults (from 22 to 40 years), mature adults (40 to 60 years) and old

age (over 60 years old). The study also took into account the type of migration, that is, the main reason for changing the ethno cultural environment of an individual. As Arnett (2002) notes, the motivation for migration plays a key role in how the behavior of an individual in a new culture will manifest, which is why it should be taken into account (Arnett, 2002). For the purpose of convenience, all factors were divided into several categories that are listed in Table 1.

Table 1 *Differences in acculturation choice predictors*

Acculturation strategy	Group	Psychological variables	Regression coefficient
Assimilation	Adaptation	Non-conformism	0,96
		Consciousness	-0,135
		Feminity	-0,218
		Shyness	-
		Sensitiveness	-
	Problem reaction	Braveness	-0,77
		Emotional stability	-0,123
	Aggressive reaction	Reactive aggression	-0,52
	Stability	Result orientation	-0,281
		Control locus "Me"	-0,341
Integration	Adaptation	Shyness	-0,306
		Sensitiveness	-0,342
	Problem reaction	Braveness	-0,77
		Emotional stability	-0,123
	Aggressive reaction	Reactive aggression	-0,1
	Stability	Control locus "Me"	-0,144
Marginalization	Adaptation	Non-conformism	0,365
	Stability	Control locus "Me"	0,108
Separation	Adaptation	Feminity	0,291
	Problem reaction	Braveness	-
		Emotional liability	-0,44
		Emotional stability	-0,84
	Aggressive reaction	Reactive aggression	-0,51
	Stability	Control locus "Me"	0,76

The obtained results show the existence of clear differences in certain variables and groups of variables that must be taken into account when forming a prediction model. Thus, it can be concluded that age groups, or just the age of a respondent, are important both in choosing a particular strategy of acculturation and for the presence of certain psychological features. Let us have a more detailed explanation of the results presented in Table 1. The following variables are important for the choice of assimilation: non-conformism, low consciousness, high femininity, emotional instability, lack of focus on the result, and the absence of the control locus "Me". The following characteristics are important for choosing

integration: low level of shyness, high level of skepticism, high emotional stability and low level of the control locus "Me". For the choice of marginalization the presence of conformism is important. The choice of separation is characterized by a high level of masculinity, a lack of reactive aggressiveness, and a high level of self-control locus. As for migration, no significant differences were found.

Discussion

First of all, it should be noted that the results of the allocation of psychological predictors proved to be quite logical and not contradictory. According to the results, each strategy of acculturation has a number of predictors that determine its choice. For integration, the following psychological predictors are relevant: low levels of depression, lack of neurasthenia, communicativeness, openness, emotional lability, goal orientation, presence of goals in life, lack of reactive aggressiveness. For separation: a large cultural distance, masculinity, shyness, anxiety, seclusion, process orientation, abstract thinking, presence of goals in life, and lack of reactive aggressiveness. For assimilation: femininity, irritability, emotional stability, lack of shyness, skepticism, introversion, depression, lack of emotional lability, locus of control "Me", lack of fullness of life. For marginalization: the presence of emotional stress, skepticism, fear, conformism, introversion, depression, lack of emotional lability, the control locus "Me", lack of fullness of life.

Figure 2. Psychological Predictors of Acculturation Strategy Choice.
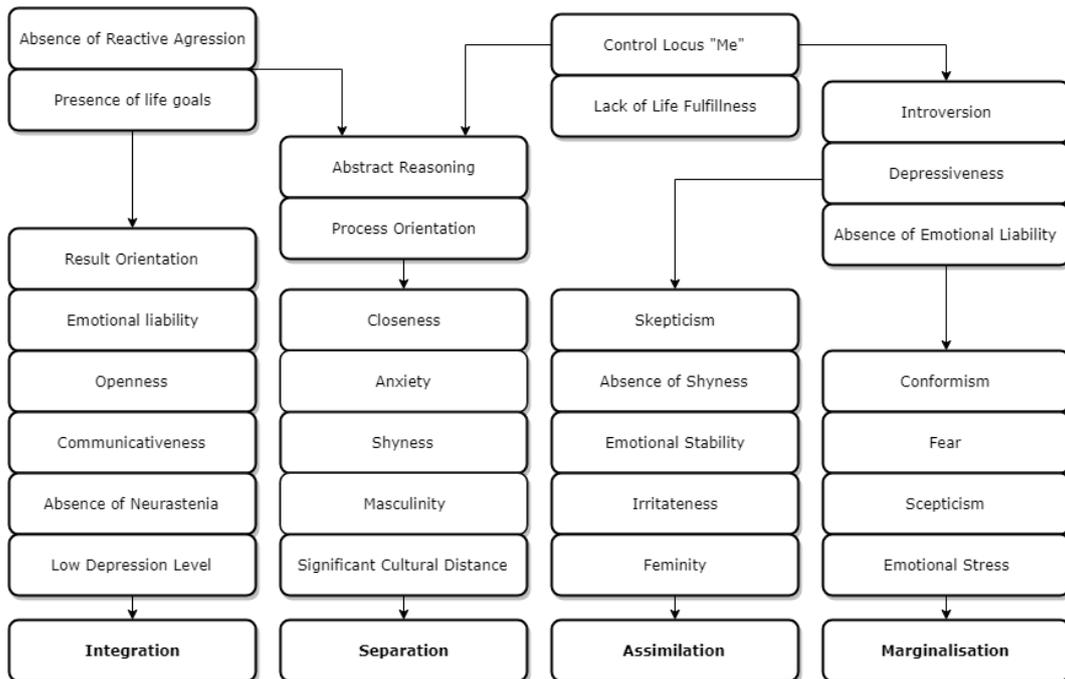
To facilitate the understanding of information, the common factors for certain strategies have been merged into blocks. Details are presented in Figure 2. A particular attention deserves the fact that such predictors can be combined into blocks and that they might have an actual impact on the choice of acculturation strategy. This points to several peculiarities:

first of all, it shows the adequacy of the allocation of the strategies of acculturation; secondly, the procedure for the allocation of predictors was carried out adequately; and thirdly, the psychological predictors of the choice of strategy of acculturation still exist and are sufficiently clear. In addition, a recombination of the predictors will also take place, as there is a number of predictors that were not taken into account in our study but can also have some influence on the choice of strategy. Nevertheless, the focus was on psychological predictors, which, in our case, reveal and may include or exclude other factors. As a result, it can be argued that these predictors have an impact. The developed model can be further used as a methodological basis for the development of training courses for individuals who go abroad for different reasons. The application of the proposed model will facilitate the development of study programs. Application of the obtained results depends directly on the purpose of the interaction with a different culture since it defines the most relevant strategy that should be chosen by individuals. It is possible to assume that integration as a strategy would be relevant for educational programs and for individuals that go to study abroad. However, even such strategies as separation and marginalization might be needed. For example, these may apply to long-term visits that require individuals to keep their own cultural preferences due to the necessity to return to the home culture and maintain relevant social and cultural communication patterns.

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Protective and risk factors of PTSD outcomes in those exposed to consequences of armed conflict in Ukraine

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ABSTRACT

The aim of this paper is to outline protective and risk factors relative to the exacerbation of Post-Traumatic Stress Disorder symptoms. The research was conducted among persons with experiences of armed conflict in Ukraine. The results obtained point to certain resource-related dependencies corresponding to different severity levels of PTSD symptoms. The paper features a theoretical part, which presents the problem of Post-Traumatic Stress Disorder itself. A description of S. Hobfoll's Conservation of Resources Theory is also included, along with the results of research on these two issues. Further, the paper presents the results of research conducted among persons with experiences of armed conflict in Ukraine and the conclusions construed on the basis of research and review of current literature on this subject. Bibliography is given as the last part of the paper.

Keywords: post-traumatic stress disorder, protective factors, risk factors, resources

Introduction

Armed conflict is a situation threatening human health and life and participation in it or presence in its surrounding has a significant impact on functioning. In psychology, conflict is described as a situation in which mutually contradictory motives, behaviours and goals have arisen (Reber, 2000). Individuals in a conflict situation strive to defend their own desired resolutions, and as a result, continually tax their resources, which is a source of stress. This leads to a change in behaviour patterns, that is, to the launch of a coping strategy in a difficult situation. Depending on the preferred style of coping and the characteristics of a difficult situation, an activity is started to reduce discomfort associated with the stressor (Endler & Parker, 1994). If there occurs a significant loss of resources and the individual is still in an unfavourable environment, the resources may eventually be depleted, which causes disturbance of the psychological balance due to the overwhelming effect of the stressor. Post Traumatic Stress Syndrome, which is a psychological consequence of remaining in a difficult situation, is a potential outcome.

This paper sets out to answer the question of whether there are risk and protective factors in relation to the severity of Post Traumatic Stress Disorder, based on the analysis of those experiencing the consequences of armed conflict in Ukraine. Studies were designed, in which the distribution of resources was measured using S. Hobfoll's COR Questionnaire, the severity of PTSD symptoms using the PCL-M Questionnaire, and the birth record data were collected.

Post Traumatic Stress Disorder

Post Traumatic Stress Disorder (PTSD) is a disorder that occurs as a delayed or chronic response to stressful events or situations (either prolonged or limited in time) of an extremely dangerous or catastrophic nature, which can cause ubiquitous suffering to anyone from the individual's surrounding. Predisposing factors are personality traits (e.g. compulsiveness) or a history of neurotic disorders (ICD-10, 1992). These can lower the threshold of PTSD or aggravate the course of the disorder. However, these are neither necessary nor sufficient to predict the disorder (ICD-10, 1992). Typical symptoms of trauma experience are: intrusive memories (flashbacks), dreams and nightmares, torpor, emotional blunting, dissociation from others, apathy, anhedonia, as well as avoidance of activities and situations resembling trauma. There also occurs a state of over-excitation of the autonomic system, increased wakefulness, increased orienting reflex and insomnia. Often associated with the above symptoms are anxiety and depression, as well as suicidal thoughts. The disorder occurs after a latent period, which may last from several weeks to several months (ICD-10, 1992). Its course is changing and unexpected, but in most cases the symptoms remit completely. In a small percentage of cases, a chronic condition develops that can last for many years and lead to permanent changes in personality. (ICD-10, 1992). These symptoms have a significant impact on functioning in many dimensions. The person is constantly afraid not only of trauma, but also of their own responses in the face of situations reminiscent of it (Levine, 2010). This leads to the avoidance of places, situations, objects that may be related to the traumatic event, which significantly impairs the functioning of the individual

and the fulfilment of their social roles, leading to the exclusion and alienation of the person affected by PTSD.

On the basis of the literature review, the following risk factors of PTSD are distinguished: female gender, a history of traumatisation (Breslau, Davis, Andreski & Peterson, 1991); young age (in war-related events) is also of high significance (Brewin, 2003). Groth et al. (2013) divided risk factors by cognitive channels:

- physical stressors: high noise levels, dehydration, air dust, air pollution, extreme temperatures, etc.,
- cognitive stressors: too much information, illogicality of messages that reach the person, misinformation, conflicts of loyalty,
- emotional stressors: feelings of guilt and shame, hopelessness, fear, helplessness,
- social stressors: isolation from social support, deprivation of personal space, lack of privacy (Groth, Waszyńska & Zyszczyk, 2013).

The occurrence of these factors disturbs human homeostasis to various degrees, forcing the individual to take action to compensate for losses or defend endangered values. As a result, certain resources may be depleted. S. Hobfoll's Conservation of Resources Theory explains why the individual in a stressful situation is more or less immune to stressors; it provides a basis for understanding the conditions of highly severe stress.

Conservation of Resources Theory by S. Hobfoll

S. Hobfoll's Conservation of Resources Theory proposes the construct of resources and their importance within the mechanism of coping with stress. It assumes that human adaptation and the manner of adaptation are closely related to the resources possessed (Hobfoll, 2006). Hobfoll divided important objects and states into four groups of resources (Hobfoll, 2006): material resources (physical objects whose value is associated with survival: e.g. apartment, car), personal resources (characteristics of the individual that allow for positive adaptation e.g. personality traits, competences, skills), condition resources (which give access to other means of adaptation, e.g. health, permanent work) and energy resources (exchangeable for resources of other groups, e.g. money). The categories of resources form a system that allows for proper distribution of assets, thus creating a system that provides protection for the survival of the individual and their immediate environment (Hobfoll, 2006). In this theory, adaptation resources are not only factors of social nature but also a way of subjective functioning, which together significantly affect the adaptation of the individual to the surrounding conditions (Niewiadomska, 2010).

The assumptions and rules by which resources are distributed are another important component of the theory. According to the first assumption, the individual focuses their efforts on conservation of their adaptation resources first, and then on gaining rewards. The person experiences tension when their circumstances threaten the loss of resources necessary for adaptation under certain conditions. Situations in which the investment of resources does not bring the expected gains, that is, it is equal to the loss and decrease in the level of resources, are also a predictor of psychological stress (Hobfoll, 2006). In view of this, Hobfoll proposed the main rules for the dynamics of conservation of resources:

Rule 1: Significance of a loss of resources is disproportionately higher than a gain (Hobfoll, 2006).
Rule 2: Individuals invest resources to:
- *prevent their loss,*
- *compensate for the losses already suffered,*
- *and/or gain new resources (Hobfoll, 2006).*

On the basis of the second rule, it can be concluded that the individual is able to invest considerably more than it would seem rational, only to compensate for the loss of assets that are important for them. The distribution mechanism therefore consists in the motivation to accumulate reserves of resources. There are three important implications that follow:

Implication 1: Individuals with larger pools of resources are less vulnerable to their loss and have greater opportunities to boost gains (Hobfoll, 2006).
Implication 2: Initial loss in those with a low adaptation potential contributes to the loss cycle, while initial gain in individuals with a high adaptation capital entails further gains (Hobfoll, 2016).
Implication 3: Individuals lacking adaptation resources tend to adopt a defensive attitude (Hobfoll, 2006).

This theory describes the behaviour a stressful situation depending on the resources held, and additionally it enables prediction of the mechanisms that will be launched. This allows it to be used in various social groups, regardless of the level of resources, and this gives an opportunity to structure research in a broad context.

Research results on the relationship between the distribution of resources and the severity of PTSD symptoms

In the studies of Freedy et al., the loss of resources was the most important predictor of psychological suffering after a disaster (Freedy, Shaw, Jarrell & Masters, 1992; Ironson et al., 1997). Hobfoll et al. (2006) conducted research based on this assumption among those affected by the terrorist attack on the World Trade Center. The results showed that the loss of friends and family, economic viability and the loss of social connections was a critical predictor of PTSD and even depression (Hobfoll, Canetti-Nisim & Johnson, 2006). The relationship between the distribution of resources and the severity of PTSD was also studied by Vinkour et al. (2011). Research conducted among Air Force aircrews showed that the symptoms of PTSD are associated with a loss of resources, and a close relationship between these variables exists where the loss of resources occurs in a cascade (incremental) manner. It was also demonstrated that a higher severity of PTSD symptoms was associated with the loss of resources, and these combined resulted in negative consequences in the form of disorder aggravation and further loss of resources (Vinkour, Pierce, Lewandowski-Romps, Hobfoll & Galea, 2011). The study of Hobfoll et al. (2006) demonstrates a relationship between gains in psychosocial resources and the severity of PTSD symptoms, such that those with higher, permanent social support display a lower severity of PTSD symptoms (Hobfoll, Canetti-Nisim & Johnson, 2006). Based on these reports, it can be concluded that self-efficacy, security

of relatives, appropriate level of material resources and a high and sustainable level of social support will be protective factors against Post Traumatic Stress Disorder.

Research and results

In order to answer the question of how the distribution of resources is related to the severity of PTSD, and whether it is possible to identify protective and risk factors on its basis, a survey was conducted with 324 people living in Ukraine. The survey was part of a broader study conducted in Polish-Ukrainian cooperation (the John Paul II Catholic University of Lublin and the Ukrainian Academy of Sciences and Caritas). The results obtained in S. Hobfoll's COR Questionnaire (the version examining the significance, loss and gain of resources), PCL-M (for PTSD severity measurement) and the birth record data (gender and age) were used for the analysis to verify the research question. The respondents completed questionnaires when they reported to the hospital for psychological assistance. Statistical calculations were made using SPSS software. Pearson's correlation and Student's T-test were calculated on 318 results (6 were rejected due to missing data).

On the basis of the literature, the following hypotheses were put forward and verified:

H1: Resource gains will be a protective factor in relation to the aggravation of PTSD in those exposed to armed conflict.

H2: Resource losses will be a risk factor in relation to the aggravation of PTSD in those exposed to armed conflict.

H3: Age will correlate negatively with the aggravation of PTSD symptoms in those exposed to armed conflict.

H4: The female gender will correlate positively with the aggravation of PTSD symptoms in the study group.

The study results are presented in Table 1 and Table 2.

Table 1 *Pearson's correlation (r) between PTSD overall score and selected resource distribution categories*

| Hypothesis | Category | PTSD OS | | |
		r	p	N
H1	Gain in material resources	-0.248	0.000	288
H2	Loss in material resources	0.228	0.000	282
H2	Loss in subjective resources	0.175	0.003	288
H2	Loss in energy resources	0.253	0.000	287
H2	Loss in condition resources	0.131	0.028	283
H3	Age	0.189	0.001	310

r – Pearson's correlation coefficient, *p* – significance level, *N* – number of persons in whom the correlation was calculated.

Table 2 *Student's T-test between PTSD overall score and the female gender (n = 75)*

		PTSD OS		
Hypothesis	*Category*	*t*	*p*	*N*
H4	Female gender	0.785	0.001	75

t – Student's T-test value, *p* – significance level, *N* – number of persons in whom the correlation was calculated.

The study results indicate that the gain in material resources correlates negatively with the severity of PTSD symptoms across the study group (Table 1). This partially confirms the first hypothesis. The results for the loss of resources in general and in the other dimensions were statistically insignificant and therefore they are not quoted. The second hypothesis, which refers to the relationship between the loss of resources in all dimensions and the severity of PTSD symptoms (Table 1), was confirmed in its entirety. Hypothesis 3, concerning the correlation of age with the severity of PTSD symptoms, was not confirmed because the correlation result is negative, which indicates a reverse relationship to that assumed. In the context of gender, a strong, statistically significant relationship between the female gender and the aggravation of PTSD symptoms can be noted (Table 2).

The first hypothesis concerning resource gains as a protective factor in relation to the aggravation of PTSD symptoms was confirmed, but only in the area of material gains. This may indicate a link to building a sense of security and resilience to events related to armed conflict based on material resources. The second hypothesis regarding the loss of resources and the aggravation of PTSD symptoms was confirmed in all dimensions. This indicates a significant relationship between experiencing a loss and psychological suffering in connection with armed conflict. On this basis, it can be assumed that the loss of resources will be a risk factor in relation to the aggravation of PTSD symptoms, which is consistent with both S. Hobfoll's COR Theory and the diagnostic criteria of Post Traumatic Stress Disorder.

The third hypothesis regarding the relationship between young age and the aggravation of PTSD symptoms was not confirmed. According to the results of the study, there is a relationship between age and the severity of PTSD symptoms in the study group. This may imply that the older the age, the greater risk of development and aggravation of PTSD symptoms.

In the fourth hypothesis, it was assumed that the female gender is a predisposing factor for the aggravation of PTSD symptoms. This hypothesis was verified positively based on the study. Similar results were obtained by Breslau et al. (1991).

Conclusion

The hypotheses put forward in this paper regarding the relationship between the severity of PTSD symptoms and the distribution of resources, gender and age were verified. It can be assumed with extreme caution that gains in material resources can be a protective factor in the development of PTSD. Resource losses are in turn a predictor of PTSD. Women are much more likely to develop PTSD, as evidenced by the strong correlation of the female gender with the overall PTSD score; this dependence is also confirmed by studies conducted

by other researchers (Breslau et al., 1991). An interesting result was the correlation of age with the severity of PTSD symptoms, as the obtained result does not confirm reports from the literature. In the study group, the severity of PTSD symptoms increases with age. A positive relationship between age and the severity of PTSD may be sensitive to cultural factors.

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Psychosocial resources distribution and stereotyping intensity towards migrants among border guard officers – Research Report

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ABSTRACT

The paper discusses the phenomenon of psychosocial resources distribution in relation to the stereotyping intensity towards migrants in the group of Border Guard officers. The aim of this work was to research and verify the relationships between the distribution of resources and the stereotyping intensity towards migrants among officers of the Border Guard uniformed service. The study covered 84 respondents. The distribution of psychosocial resources was measured using S. Hobfoll's Conservation of Resources-Evaluation Questionnaire (COR-E). Then, the degree of inclination to use cognitive patterns was assessed with the Attitudes towards Migrants Questionnaire, a method created specifically for the purposes of this research work. Based on the analysis of the results obtained, significant relationships were confirmed between the resource loss in the energies category and negative stereotypes towards migrants. In the other categories of resources, no significant relationships were observed in terms of either resource losses or resource gains.

Theoretical introduction

The *Conservation of Resources Theory* (COR) is a motivational stress theory by Stevan Hobfoll (2010). The main assumption of the theory is the view that people strive to gain, preserve and protect what is the most valuable for them (Heath, Hall, Russ, et al., 2012). According to the author of the theory, changes in resources and care taken to conserve them are of key importance in the emergence of stress – hence the name of the concept. According to this approach, even in the absence of stress here and now, the very awareness that it can occur make people prepared in biological, social, cognitive and cultural terms, to deal with both current and future challenges (Nohe, Meier, Sonntag, et al., 2015).

The Conservation of Resources Theory concentrates on the objective components of threat and loss, as well as on common evaluation of such situations made by people linked by biological and cultural conditions. It is therefore an approach which focuses on the objective reality and circumstances of the occurrence of distinct stressors (Hobfoll, 2010).

Stereotypes and other related phenomena (for example, discrimination, stereotyping or prejudice) are the subject of research both in psychology and in other social sciences. Bogdan Wojciszke (2002, p. 68.) defines the stereotype as: "a pattern representative to a group or type of people distinguished by an easily noticeable feature, which defines their social identity, for example, gender, race, nationality, religion, social origin, occupation. Such a pattern is usually overly simplified, generalised (all members of the group are the same), not susceptible to changes as a result of new information, and socially shared, being part of the culture of a community".

There is no consensus among researchers about the nature of stereotypes. However, there are two dominant ways to understand stereotypes. Most authors believe that stereotypes are most appropriately recognised as a cognitive element of intergroup attitudes (Dovido, Fiske, Hamilton, et al., after: Nelson, 2003).

The State Border Guard is one of the uniformed services operating in Poland. These uniformed services also include the Police, State Fire Service, Prison Service, Customs Service, Government Protection Bureau and others. The core task of all the uniformed services is to protect the internal security of the state. Therefore, it is essential that officers of uniformed services perform their duties in a professional and effective manner, so as to meet social collective needs (Sprengel, 2008).

Method

Based on the analysis of available literature concerning the distribution of resources, intensity of stereotypes and counteracting these, as well as the perception of alien groups, a conclusion is drawn that there is a need to expand our knowledge in this area. It seems to be particularly important to identify dependencies relative to stereotypes and distribution of resources within specific groups, towards which there are higher social expectations and requirements, such as Border Guard officers. Therefore, the following research question was posed: What are the relationships between the distribution of psychosocial resources and the stereotyping intensity among Border Guard officers? Two hypotheses were put forward with a view to answering the research question:

1. *Perceived gains in psychosocial resources in a significant way coincide with positive stereotypes about migrants among Border Guard officers.*
2. *Perceived losses in psychosocial resources in a significant way coincide with negative stereotypes about migrants among Border Guard officers.*

Description of the study group

The study was conducted on a sample of 84 persons. It consisted of Border Guard officers serving at Polish-Ukrainian border crossings. Among them were 33 women (41.3%) and 47 men (58.8%), aged 25–57 years (the average age of the respondents was 34 and 53 years, respectively). The majority of study participants are married (68.3%) and have children (61.7%). Almost half of them (46.9%) come from the countryside. The surveyed officers have mostly professional experience of more than 3 years (90.4) and also have direct contact with migrants (91%) while performing their duties.

Research methods

The presented research was carried out using the following methods:

Respondent's information sheet

The information sheet used in the study was created by the participants of the MA seminar on Social Pathology Psychoprophylaxis under the supervision of Professor Iwona Niewiadomska, Catholic University of Lublin. The sheet comprised 23 questions regarding: sociodemographic data (age, gender, place of residence, marital status, children, education); information on professional status, the intensity of contact with migrants and the attitude towards religion; information specific to particular groups such as: health care professionals, prison service officers, priests, teachers, members of religious communities and Border Guard officers.

S. Hobfoll's Conservation of Resources-Evaluation Questionnaire (COR-E)

The Conservation of Resources-Evaluation questionnaire is a method construed on the basis of the Conservation of Resources Theory (COR). The questionnaire is a tool used to measure the person's management of resources.

The method consists of a list of 74 resource items. With the help of competent referees, these were assigned to four categories:
1. Objects (11 resources).
2. Personal characteristics (21 resources).
3. Conditions (25 resources).
4. Energies (17 resources).

Respondents appraised each of the resources on the list in three aspects: the level of resources, the gain of resources and the loss of resources.

Subjects used a five-point appraisal scale, where 1 was *not at all*, 2 – *to a small degree*, 3 – *to an average/moderate degree*, 4 – *to a large degree*, 5 – *to a very large degree*.

The questionnaire has very high psychometric qualities, determined on a sample of 1.697 people. Cronbach's alpha reliability coefficient is $\alpha = 0.97$ for the level of resources, $\alpha = 0.98$ for resource losses and $\alpha = 0.98$ for resource gains.

Attitudes towards Migrants Questionnaire

The method used to measure the explained variable, which in this study was the stereotyping intensity towards migrants, was the Attitudes towards Migrants Questionnaire. The tool was created by students of the MA seminar on Social Pathology Psychoprophylaxis under the supervision of Professor Iwona Niewiadomska, Catholic University of Lublin. To construe a method with good psychometric qualities, which would adequately examine attitudes towards migrants among various social groups, a number of qualitative analyses and two pilot studies were carried out.

The first pilot study was aimed at checking towards which concepts, in the context of migrants, respondents display the most positive and the most negative attitudes. The construct of attitudes was understood as a three-factor model, composed of the emotional, cognitive and behavioural components (Aronson, Wilson & Akert, 1997). 39 persons, aged 16–69 years, participated in the study. A qualitative analysis of the results obtained was carried out. The questionnaire used in the first pilot study consisted of three parts. The first one concerned the emotional component of the attitude and contained 6 questions. Another, cognitive aspect was tested using 9 questions. The behavioural component of the attitude was examined using 7 questions. Most of the questions were open-ended and featured a division into specific categories. This allowed the isolation of conceptual categories used in the second pilot study.

The questionnaire used in the second pilot study was construed using the semantic differential. The content was broken into seven semantic categories, each of which was divided into subcategories. The expected outcome of the study was to obtain the possibility of assessing the attitudes of the respondents towards entities represented by specific semantic concepts. The group of persons examined in the second pilot study consisted of 63 people (35 women and 28 men), aged from 16 to 69 years. The results obtained confirmed the assumption that the concept of a migrant is emotionally neutral. The most emotionally expressive were the terms of a foreigner child, an alien child, an Arab refugee and an Arab migrant.

The final version of the Attitude towards Migrants Questionnaire used in the studies consists of 14 questions referring to particular components of the attitude. Four questions relate to the emotional aspect, six to the behavioural component, and the other four to the cognitive dimension. The task of a participant is to respond to individual statements in relation to each of the following groups of people: a migrant, an Arab refugee, a Ukrainian, a foreigner child, a foreigner adult.

The ratings are given on a five-point scale, where: 1 means *definitely disagree*, 2 – *disagree*, 3 – *difficult to say*, 4 – *agree*, 5 – *definitely agree*.

Research results

To verify the first hypothesis, a statistical analysis was made of the relationship between the intensity of experienced gains in psychosocial resources and positive stereotypes towards migrants. The results are presented in Table 1.

Table 1 *Correlation between the intensity of gains in psychosocial resources and the intensity of positive stereotypes*

Resource gain		Positive cognitive pattern
Psychosocial resources	Pearson's correlation	-0.006
	Significance	0.962
	N	69

* $p < 0.05$.

The analysis of correlation coefficients did not show any statistically significant relationships between the perceived resource gains and the stereotyping intensity. It can be concluded on this basis that the perceived multiplication of resources is not related to the use of positive cognitive patterns in the study group. A decision was made to carry out an in-depth analysis of the data taking into account the gains in individual categories of resources. The results are presented in Table 2.

Table 2 *Correlations between gains in individual resource categories and positive stereotypes*

Resource gain		Positive cognitive pattern
Personal characteristics	Pearson's correlation	0.056
	Significance	0.652
	N	67
Energies	Pearson's correlation	0.037
	Significance	0.768
	N	65
Conditions	Pearson's correlation	-0.046
	Significance	0.718
	N	65
Objects	Pearson's correlation	-0.042
	Significance	0.733
	N	69

* $p < 0.05$.

The analyses also did not show any significant dependencies between the use of positive cognitive patterns by the respondents and the individual categories of resources.

In order to verify the second hypothesis, Pearson's correlation coefficient *r* was calculated. The results are presented in Table 3.

Table 3 *Correlations between the intensity of losses in psychosocial resources and negative stereotypes*

Resource loss		Cognitive pattern
Psychosocial resources	Pearson's correlation	-0.16
	Significance	0.196
	N	67

* *p* < 0.05.

The analysis of correlation coefficients did not show any dependencies between the intensity of losses in psychosocial resources and the stereotyping intensity among the respondents. It can therefore be concluded that the perceived loss of resources held is not related to the use of stereotypes by study participants.

A decision was made to carry out an additional analysis of the data obtained, to check if there are significant relationships between the individual categories of psychosocial resources and the use of cognitive patterns.

Table 4 *Correlations between losses in individual resource categories and negative stereotypes*

Resource loss		Negative cognitive pattern
Personal characteristics	Pearson's correlation	-0.162
	Significance	0.198
	N	65
Energies	Pearson's correlation	-0.254
	Significance	0.043*
	N	64
Conditions	Pearson's correlation	-0.169
	Significance	0.182
	N	64
Objects	Pearson's correlation	-0.114
	Significance	0.36
	N	67

* *p* < 0.05.

The analysis of the data contained in Table 4 allows a conclusion that there are statistically significant correlations between the intensity of perceived losses in energy resources and the inclination to use cognitive patterns by the respondents $r = -0.254$, $p = 0.043$. This may indicate that the respondents, together with the subjectively experienced decrease in the level of resources such as money, creditworthiness or knowledge, show a lower inclination to use stereotypes and schematic, simplified thinking about migrants (following stereotypes).

Conclusion

The analyses carried out showed statistically significant relationships between losses in energy resources and negative stereotypes about migrants in the social group of Border Guard officers. They indicate that the perception of losses in resources such as money or knowledge correlates negatively with a decrease in the use of negative stereotypes about migrants. This is in contradiction with the results obtained so far in empirical research, which has claimed the deprivation of needs, also resulting from a loss of resources, leads to a conflict between groups and a negative perception of alien groups (Klingeren, Boomgaarden, Vliegenthart, et al., 2015). Deficits in the sense of security are of particular importance in the perception of migrants (Heath, Hall, Russ, et al., 2012).

An analysis of the research results obtained should take into account the characteristics of the study group. Border Guard officers are a specific group, among other things due to the conditions and type of work performed. It is a group against towards which society has high requirements, also ethical ones. Therefore, it is possible that they are sensitive to signs of stereotyping and avoid showing schematic thinking about other people.

Characteristic for the study group is also a relatively high intensity of contact with migrants (as declared, more than 90% of the respondents have direct contact with migrants in performing their duties). According to the contact hypothesis, more frequent contacts with representatives of other social groups (in this case with migrants) contribute to the weakening of stereotypes and prejudices (Nelson, 2003). It can therefore be concluded that Border Guard officers use stereotypes about migrants regardless of the experienced resource losses due to the frequent contact with this group.

The results obtained may also be associated with the education of the respondents. According to the information collected, the majority of study participants (over 74%) had higher education. None of the respondents had only primary education. Other studies show that education is an important variable in the use of cognitive patterns. Higher education predisposes to avoiding stereotypes and adopting positive attitudes towards migrants (Wiśniewski, 2011; Hall, 2016; Stefaniak, 2015).

Taking into account the variable of social approval is an important aspect in the interpretation of the data obtained. In recent years, there has been an increasing interest in the research of stereotypes, stereotyping and prejudice. The negative impact of these and the need to counteract these are emphasised. Therefore, some participants may have tried not to reveal stereotypes that they actually have and use. In this case, the results might be burdened due to the suppression of stereotypes. According to research, those who feel that they are in the centre of attention (theirs or someone else's) are more concerned about their attitudes, values, moral principles, and try to behave according to such norms (Deiner &

Wallborn, 1976; Duval & Wicklund, 1972). The participation in the study can be regarded as one in which the participants could feel in the centre of the researcher's attention.

The data obtained indicate the significance of subjectively experienced losses in psycho-social resources, especially energies. Therefore, it is necessary to minimise these for Border Guard officers to be able to perform their duties in a fair manner.

The studies conducted are among few in relation to the group of Border Guard officers, and analyses in this area should be developed in order to learn about their functioning and with a view to implementing effective forms of support to facilitate their work in difficult conditions and coping with social requirements posed towards them.

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Personal management resources and attitudes towards migrants among Prison Service officers

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ABSTRACT

The paper aims at answering the following research question: What are the relationships between the distribution of personal management resources and attitudes towards migrants among Prison Service officers? Six hypotheses were put forward to verify the problem. The following measures were used to check the relationships between personal management resources and attitudes towards migrants: Respondent's Information Sheet, S. Hobfoll's Conservation of Resources-Evaluation Questionnaire (COR-E), Attitudes towards Migrants Questionnaire and Aaron Antonovsky's Orientation to Life Questionnaire (SOC-29). The study group consisted of 100 Prison Service officers. The statistical analysis was made on a sample of 96 persons. Correlations between personal management resources (including the sense of coherence) and the components of attitudes were demonstrated.

Keywords: resources, personal management resources, attitudes, migrants, Prison Service

Introduction

Migration is now becoming an increasingly common social phenomenon. This is demonstrated by various statistical data, the constantly growing number of migrants, which increased from 173 million in 2000 to 258 million in 2017 and continues to show an up-trend (Department of Economic and Social Affairs, 2017). It should be noted that the scale of limited-extent migratory movements, for example, within one country or smaller administrative units, is even greater; researchers indicate that the number of people migrating within their city of birth can be as high as 740 million (International Organization for Migration, 2017, p. 14). Such a large scale of this social phenomenon means that we face the issue of migration almost in every corner of the world (Department of Economic and Social Affairs, 2017). More and more people come into contact with migrants or decide to migrate themselves. Both migrants and people living in places that receive migrants experience a range of various emotions, harbour certain beliefs and display specific attitudes towards this situation. This offers a room for interesting and valuable research in the field of many sciences, including psychology.

This paper analyses the relationship between the psychological variable of the level of personal resources held, and attitudes displayed towards migrants among Prison Service officers. The study group was chosen not by accident, as the increasing freedom of movement of the population has some consequences, partly positive, such as better opportunities for education abroad, getting better paid jobs, cultural enrichment etc., but partly also of a threat nature, such as a clash between two extremely different cultures or ideologies, and often an increase in crime perpetrated by migrants in the countries to which they flow.

Theoretical basics

Resources

Every human individual has the skills, resources, potential and values that are valuable to them. Their significance for an individual is expressed in the actions they undertake to protect what they have against loss and nourish the same with a view to maintaining a stable level of these resources and investing these in order to gain new ones. In the light of the Conservation of Resources Theory (COR) by Steven Hobfoll, this entire set of values, skills and conditions valuable to an individual is referred to as resources (Halbesleben & Westman, 2014, p. 2). In this theory, resources are key and necessary elements for the survival of an individual. Hobfoll claims that resources to a significant extend determine an individual's adaptation capacity (Hobfoll, 2006).

One of the ways to categorise resources as proposed by Hobfoll is the structural classification. It is an extended version of the division into internal and external resources. This classification method distinguishes between resources labelled as objects, personal characteristics, conditions and energies (Hobfoll, 1989, p. 517).

Personal resources are a highlighted group, comprising personality traits, as well as the competences and skills of an individual. Among these one can also include qualities

such as: self-esteem, social skills, optimism, sense of coherence and hope. They are therefore constructs that are components of the personality structure of an individual. They influence how a person will cope with stressors and hardships. It further translates into the capability of an individual to adapt and use the available resources, which increases their life quality. In her study of the uniformed services, Nina Ogińska-Bulik demonstrated that officers affluent in personal resources show less intensity of stress at work (Ogińska-Bulik, 2005). Personal resources include skills of an individual, but also their specific qualities such as optimism or self-esteem. They have a strong impact on both adaptability to environmental conditions as well as a range of coping strategies. In this sense, they constitute "a man's command centre" (Niewiadomska & Chwaszcz, 2010, p. 181). As personal resources feature qualities derived from temperament and the experiences of an individual during their development, they translate into their behaviour, that is also into their management of resources held. This provides the basis for distinguishing among personal resources the category of management resources, closely related to the worldview and self-esteem of an individual (Niewiadomska & Chwaszcz, 2010, p. 181).

Attitudes

The concept of "attitude" was introduced by W. J. Thomas and F. Zaniecki to encompass the processes of individual consciousness of a person, which determine their responses, both actual and potential, to the social world (Marody, 1976). In this concept, attitude is seen in relation to a certain value, except that for Zaniecki and Thomas a value is "any fact having empirical content, available to members of a social group and a meaning by which it is or can be the object of action" (Thomas & Zaniecki, 1918–1920, vol. I, p. 21). That work became the starting point for further research on this issue. It also led to the emergence of more and more ways to define the phenomenon itself (Marody, 1976, p. 13). One of the classic approaches which links together the various components of attitude is the approach by Allport, who believed that it was "a mental and neural state of readiness, organized through experience, exerting a directive or dynamic influence upon an individual's response to all objects and situations with which it is related" (Allport, 1935).

Also in the group of Prison Service officers there are many factors which influence their displayed attitudes. The code of criminal procedure and other legal acts somehow force prison employees to present specific attitudes in performing their professional duties. In this respect, researchers also point to the social dimension of the correctional system as a factor that forces officers to adopt and present an appropriate attitude (Poklek, 2015). Poklek also identifies the motivational factor as a process activating specific behaviour of an officer. He concludes that due to the specificity of profession, officers should be characterised, among other things, by pro-social motivation. This aspect is closely related to the objectives of the operation of correctional establishments, which focus on isolation and social rehabilitation interventions, as well as on the institutional aspect, which is to guarantee the safety of both personnel and prisoners (Poklek, 2013, pp. 63–164).

Research methodology

The aim of the studies conducted was to determine the relationship between personal management resources and attitudes towards migrants among Prison Service officers. The research question was formulated on the basis of literature review and is presented as follows:

"What are the relationships between the distribution of personal management resources and attitudes towards migrants among Prison Service officers?".

In order to obtain an answer to the research question posed, the following hypotheses were put forward:

H1: A high level of personal management resources in Prison Service officers significantly correlates with positive cognitive patterns towards migrants.

H2: A high level of personal management resources in Prison Service officers significantly coexists with positive emotions towards migrants.

H3: A high level of personal management resources in Prison Service officers significantly correlates with declared positive behaviour towards migrants.

H4: A high sense of coherence in Prison Service officers significantly correlates with positive cognitive patterns towards migrants.

H5: A high sense of coherence in Prison Service officers significantly coexists with positive emotions towards migrants.

H6: A high sense of coherence in Prison Service officers significantly correlates with declared positive behaviour towards migrants.

With a view to answering the research question posed, a research package was construed, consisting of: Respondent's Information Sheet, S. Hobfoll's Conservation of Resources-Evaluation Questionnaire (COR-E), Attitudes towards Migrants Questionnaire, Ommundsen and Larsen's Attitudes to Illegal Immigration Scale, and Aaron Antonovsky's Orientation to Life Questionnaire.

Respondent's Information Sheet

The information sheet used in the package was created in the course of the MA seminar at the Department of Social Pathology Psychoprophylaxis under the supervision of Professor Iwona Niewiadomska, Catholic University of Lublin. The purpose of the measure was to determine sociodemographic data of the subjects, such as: age, gender, place of residence, professional status, family status, having children, education, attitude to religion and the intensity of contact with migrants.

Further sections of the information sheet referred to specific professional groups, which the respondents chose and filled in according to their profession.

In the case of the study group, which covered Prison Service officers, further sections of the information sheet contained questions about: the place of duty, the type of the establishment and the department in which the respondent performed their duties.

S. Hobfoll's Conservation of Resources-Evaluation Questionnaire (COR-E)

The questionnaire was created on the basis of the Conservation of Resources Theory (COR) by S. Hobfoll. A full 74-item version of the method was used in the research package.

Each of the 74 resources is assigned to a specific category according to Hobfoll's theory.

A respondent appraises successively: the level of resources held, the gain of a resource, the loss of a resource. The appraisal is made on a five-point Likert-type scale, where 1 = not at all, 2 = to a small degree, 3 = to an average/moderate degree, 4 = to a large degree, 5 = to a very large degree.

The test has good psychometric qualities, as evidenced by the reliability result determined on the sample $N = 1697$ people, with Cronbach's alpha coefficient $\alpha = 0.97$ for the importance of a resource, $\alpha = 0.98$ for resource losses and $\alpha = 0.98$ for resource gains.

Attitudes towards Migrants Questionnaire

This questionnaire was developed by the participants of the MA seminar at the Department of Social Pathology Psychoprophylaxis under the supervision of Professor Iwona Niewiadomska, Catholic University of Lublin, for the purposes of the studies carried out. The development of the measure was divided into several stages.

The first stage of the work was to conduct a pilot study, the aim of which was to identify the concepts used in relation to migrants that would best polarise the study group, i.e. those that would raise the most negative and the most positive attitudes. At this stage, 39 subjects underwent the test procedure, within the age range of 16–69 years. The construct of attitude in this questionnaire was understood as a whole of three components: emotional, cognitive and behavioural (Aronson, 1997). Therefore, the method was divided into three parts. The first part consisted of 6 items referring to the emotional component. The second part featured 9 items and described the cognitive component. The third part referred to the behavioural component and consisted of 7 items. The questions applied in the method were open-ended, and they also referred to specific categories. In this way, the qualitative analysis carried out was able to distinguish between specific conceptual categories that were later used in the second pilot study.

The second pilot study was conducted on a group of 63 persons, of which 35 were women and 28 men. The age of the respondents, as in the case of the first pilot study, ranged from 16 to 69 years. The purpose of the second pilot study was to obtain the possibility of assessing the attitudes of the test subjects toward entities represented by specific semantic concepts. The results of the study demonstrated that – in line with the assumptions – the concept of a migrant was the most emotionally neutral, while concepts such as: a foreigner child, an Arab refugee, an alien child, as well as an Arab migrant were characterised by the strongest emotional response.

These results, after statistical analysis, were used to construe the method proper.

The Attitudes towards Migrants Questionnaire consists of 14 items assigned to the appropriate components of attitudes. The emotional component consists of four items, six items refer to the behavioural dimensions of an attitude, while the other four are assigned to the cognitive part. The method presents the following concepts: migrant, Ukrainian, Arab

refugee, foreigner child, foreigner adult. The subject responds to each of the concepts on a five-point Likert-type scale, where:

1 – definitely disagree
2 – disagree
3 – difficult to say
4 – agree
5 – definitely agree.

A. Antonovsky's Orientation to Life Questionnaire (SOC-29)

The Orientation to Life Questionnaire (SOC-29) was based on the concept of salutogenesis by Aaron Antonovsky. The method is used to determine the overall level of the sense of coherence and its distribution within three components: the sense of comprehensibility (11 items), the sense of manageability (10 items) and the sense of meaningfulness (8 items).

The scale contains 29 items expressed in the form of statements and question, to which the respondent gives answers by marking their choices on a seven-point scale, where 1 means "never have this feeling" and 7 means "always have this feeling". Cronbach's alpha of internal consistency indicated by A. Antonovsky ranges from 0.84 to 0.93. The Polish adaptation of the questionnaire provides comparable parameter estimates and can be used as in parallel with the original version of the tool (Pasikowski, 2000).

Characteristics of the study group

The test procedure covered 100 Prison Service officers. 4 packages were rejected and disregarded in further analyses, due to data gaps.

96 packages underwent further statistical processing. In the study group $N = 96$ there were 28 women (which represents 29.2% of the respondents) and 68 men (70.8% of the study group). The distribution of the number of respondents in terms of gender is representative to the distribution in Poland, where 21.4% of officers and employees of the Prison Service are women, and 78.6% are men (Ministry of Justice, Central Board of the Prison Service, 2017, p. 40). The average age was 36.6 years [$SD = 6.4$]. The age of the subjects ranges from 20 years for the youngest to 56 for the oldest respondent. The median was 36. The group was dominated by persons with higher education – 86 respondents (89.6%). 8 respondents had secondary education (8.3%), one person had vocational education and one incomplete higher education (1% each). The intensity of contacts with migrants in the study group was very low, $M = 0.82$ [$SD = 1.05$]. The highest value that defined the level of contact with migrants was indicated by respondents as 4, and the lowest as 0.

Research results

Pearsons's linear correlation coefficient r was used to verify the hypotheses posed. The tables below present the results for individual hypotheses.

Table 1 *Correlations between the attitude components and the level of personal resources*

Positive attitude		Resource level
Emotions	r	0.295**
	B	0.004
	n	92
Cognitive pattern	r	0.233*
	B	0.025
	n	92
Behaviour	r	0.335**
	B	0.001
	n	91

Based on the results contained in Table 1, the first hypothesis H1 can be confirmed: A high level of personal management resources in Prison Service officers significantly correlates with positive cognitive patterns towards migrants. The second hypothesis H2: A high level of personal management resources in Prison Service officers significantly coexists with positive emotions towards migrants, similarly to the third hypothesis H3: A high level of personal management resources in Prison Service officers significantly correlates with declared positive behaviour towards migrants, were also confirmed in the course of analyses.

The interpretation of the results obtained allows a conclusion that there is a relationship between personal management resources and positive attitudes towards migrants in all the three components of attitude – emotions, cognitive patterns and behaviour. These results are consistent with the studies of Bieńkowski and Świderska (2017), who also demonstrated that personal resources, such as empathy, cause positive emotions and attitudes to emerge in the perception of migrants. According to Katarzyna Andrzejuk's research, this may be associated with the personal resource of patriotism (Andrzejuk, 2015, p. 14). On the example of research on attitudes towards refugees, it was recognised that the ability to look globally at a refugee, perceive similarities and empathy in their situation, is conducive to the declaration of positive attitudes and behaviour towards this group at risk of exclusion (Andrzejuk, 2015, p. 15).

Table 2 *Correlations between the attitude components and the sense of coherence*

| Positive attitude | | SOC-29 | | | |
		Comprehensibility	Manageability	Meaningfulness	SOC
Emotions	r	0.257*	0.212*	0.334**	0.309**
	B	0.011	0.038	0.001	0.002
	n	96	96	96	96
Cognitive pattern	r	0.318**	0.221*	0.269**	0.316**
	B	0.002	0.030	0.008	0.002
	n	96	96	96	96
Behaviour	r	0.347**	0.332**	0.357***	0.401***
	B	0.001	0.001	0.000	0.000
	n	95	95	95	95

All SOC-29 scales correlate positively with the attitude components (Table 2). The higher the sense of comprehensibility, manageability, meaningfulness and the overall sense of coherence, the more positive emotions, attitude and behaviour towards migrants. The correlations highlighted are weak and poor. This means that the fourth hypothesis H4: A high sense of coherence in Prison Service officers significantly correlates with positive cognitive patterns towards migrants, was confirmed and coherence is an important factor in the cognitive perception of migrants by Prison Service officers. Similar conclusions can be drawn when analysing the fifth hypothesis H5: A high sense of coherence in Prison Service officers significantly coexists with positive emotions towards migrants. It was confirmed, like the last hypothesis H6: A high sense of coherence in Prison Service officers significantly correlates with declared positive behaviour towards migrants.

The research results obtained are consistent with the literature reports on the subject. Research carried out by Halina Zielińska-Więczkowska and her colleagues demonstrated that the sense of coherence influences the attitudes displayed (Zielińska-Więczkowska et al., 2013). The sense of coherence determines the way an individual perceives and copes with hardships. A high level of this management resource means that an individual perceives potential stressful situations as comprehensible and possible to overcome, thus displaying an attitude of confidence towards them (Wiatrowska, 2013). It can be assumed that a potential contact with a migrant will be a difficult, stressful situation for an individual, so it seems that a person with a high sense of coherence should exhibit positive emotions in such a situation. Przybylak's research also confirms that those with a high sense of coherence have a greater tendency to cooperate with individuals at risk of social exclusion (Przybylak, 2015).

In conclusion, all the six hypotheses were confirmed. The highest strength of the relationship was noted for the result of hypothesis H6: A high sense of coherence in Prison Service officers significantly correlates with declared positive behaviour towards migrants. Pearson's coefficient for that hypothesis was *r* = 0.401, which means a moderate strength of the relationship. The results of the studies conducted demonstrated the existence of a relationship between personal management resources and attitudes towards migrants among Prison Service officers. They also have a practical value. In view of the growing number of

migrants around the world, it will be necessary to design appropriate support programs that would shape personal resources to strengthen a positive perception of inflowing populations and protection against stress.

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