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Effect of Psychosocial Factors on Players Resilience: Examining Attitude, Subjective Norms and Perceived Behavioural Control Among Universities Women Hockey Player in Pakistan

Abstract

This study investigates the direct relationships between players' resilience and psychosocial characteristics, including attitude, subjective norms, and perceived behavioral control, among female university hockey players. Athletes with resilience are able to bounce back from setbacks fast, stay focused, and adjust to challenging circumstances both on and off the field. By elucidating its conceptual model, this study extended the notion of planned behavior. Purposive sampling was used in this cross-sectional study to gather data from 380 female hockey players in Pakistani universities. Partial Least Squares Structural Equation Modeling (PLS-SEM) was used to evaluate the data using established reflecting components. The findings imply that by encouraging a healthy team atmosphere and stressing problem-solving and emotional control abilities through awareness programs specifically created for female hockey players, coaches, and sports management officials can promote resilience. These actions can improve players' resilience and foster more encouraging surroundings for female hockey players.

Keywords: Hockey, Attitude, Subjective Norms, Perceived, Behavioural Control, Resilience

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Title

Effect of Psychosocial Factors on Players Resilience: Examining Attitude, Subjective Norms and Perceived Behavioural Control Among Universities Women Hockey Player in Pakistan

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Abstract

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This study examines the direct connections between players' resilience and psychosocial characteristics such as attitude, subjective norms, and perceived behavioral control among female university hockey players. Athletes with resilience are able to bounce back from setbacks fast, stay focused, and adjust to challenging circumstances both on and off the field. By elucidating its conceptual model, this study extended the notion of planned behavior. Purposive sampling was used in this cross-sectional study to gather data from 380 female hockey players in Pakistani universities. Partial Least Squares Structural Equation Modeling (PLS-SEM) was used to evaluate the data using established reflecting components. The findings imply that by encouraging a healthy team atmosphere and stressing problem-solving and emotional control abilities through awareness programs specifically created for female hockey players, coaches, and sports management officials can promote resilience. These actions can improve players' resilience and foster more encouraging surroundings for female hockey players.

Keywords: Hockey, Attitude, Subjective Norms, Perceived, Behavioural Control, Resilience

Introduction

The phenomenon of resilience is a very important psychological concept in the field of hockey because the sport is physically demanding, competitive, and prone to injuries. It is also defined as the capability of an individual to overcome a downfall, adjust to

problems, and have a positive attitude during difficult situations (Castillo, [2018](#)). The literature in the past highlights that resilience is important in breaking down physical and mental obstacles, hence making an athlete a success (Blanco-García, Acebes-Sánchez, Rodríguez-Romo, & Mon-Lopez, [2021](#)). An athlete who has a strong mind is in a better position to



overcome stress, stay motivated, and perform at his or her best. Nevertheless, it has been shown that the level of resilience of women tends to be low in the developing world as compared to that of men (Kilic et al., [2021](#)). Likewise, amateur athletes are also less likely to have resilience as compared to elite or professional athletes (Madsen et al., [2021](#)). This is especially troubling to women hockey players in Pakistan, where they already have sociocultural and structural barriers that restrict their involvement and development in sport (Kim, Kim, & Park, 2023). There will be the threat of further marginalization of female athletes and the stifling of the development of women's hockey in Pakistan unless special efforts are undertaken to make the female athletes more resilient (Kolar, Von Treuer, & Koh, [2017](#)).

The psychosocial variables, Attitude, Subjective Norms, and Perceived Behavioural Control are the key determinants of resilience in athletes. Positive attitude brings a feeling of confidence and perseverance, whereas encouraging social norms of coaches and teammates supports motivational and emotional well-being. In addition, a good feeling of perceived Behavioural control of performance develops Psychosocial factors and perseverance in the middle of adversity (Watson, [2016](#)). All these contribute to producing mentally tough, flexible, and tough athletes who are able to perform at their best in stressful conditions. Nevertheless, the current literature has revealed mixed correlations between psychosocial variables and motivation and goal attainment among athletes (Wang et al., [2021](#)). It is important to understand the interaction of these psychosocial variables with resilience, particularly in situations where athletes are experiencing stressors and sociocultural limitations.

In this research, the researcher will examine the linkage between psychosocial variables and Player Resilience among the women's hockey players at universities in Pakistan. Through the lens of the effect of Attitude, Subjective Norms, and Perceived Behavioural Control on the resilience of the players, the study will establish the factors that protect the players through the hardships so that they can

overcome them and continue playing despite the difficulties Linver, Roth, and Brooks-Gunn, [2019](#)). Good interpersonal relationships, creation of optimism, and goal orientation are key aspects of the Player's Resilience. Since female hockey players have particularly specific challenges in a sports setting dominated by males Leavitt and Adams, [2021](#)), it is important to comprehend the dynamics in question. Strengthening Resilience not only enables female Athletes to overcome gender-related obstacles and performance demands but also helps them to establish and maintain the overall well-being and success in the sport.

Literature Review

Psychosocial Factors are quite critical determinants of Behaviour, Motivation, and Performance among athletes. Among them are Attitude, Subjective Norms, and Perceived Behavioural Control, which are central constructs based on the Theory of Planned Behavior (Ajzen, [1991](#)). Attitude is a general assessment of a given behaviour, object, or concept as good or bad by an individual. It influences the intentions, decisions, and behavior of individuals by defining how people perceive and react to information (Courneya, Nigg, & Estabrooks, [1998](#)). Attitude is the vertical of an athlete in the context of sports in terms of how he or she looks at training, competition, and teamwork. Players who have a positive attitude are committed to practice, respect for rules, and behave in a polite way with teammates and opponents (Veillette et al., [2025](#)). Attitude is, therefore, a Psychological basis of Resilience since it affects motivation and endurance under stressful circumstances during sporting activities. Subjective Norms are the beliefs and expectations that individuals hold about other members in their social network and consider what they need not or need to do in a given scenario, like coaches, peers, and family, to do or fail to do a certain behaviour (Courneya et al., [1998](#)). Ham, Jeger, and Frajman Ivkovic ([2015](#)) indicate that the Subjective Norms of the Players are determined by the expectations and role models in the society that drive them to respond to the expectations of the

performance standard. Teams in sporting activities such as hockey have supportive social norms that help promote unity, encouragement, and collective responsibility, which are essential in promoting psychological stability and the ability to endure pressure. On the other hand, the negative social expectation can inhibit confidence and result in performance anxiety. Perceived Behavioural Control (PBC) is a concept that describes the sense of one person to effectively perform a particular behaviour (Courneya et al., 1998). It is closely connected with Resilience and Passion because it reflects in the confidence of skills and abilities to cope with difficulties. The traits will help people to be driven, to endure, and stick to their ambitions despite the demanding circumstances. According to De la Cerna and Diego (2022), the Perceived Behavioural Control is also determined by the determinants like the previous experience, self-belief, and access to external resources or supports. In sports, an increased PBC allows the sportspeople to compete with calmness and flexibility, which are important elements of Players' Resilience. Athletes in this situation are expected to stay in hardship and have a faster recovery rate after disappointments as they feel that they have more control over their performance (Cormier et al., 2021). Resilience can be described as the ability to survive a crisis, recuperate successfully, and still be able to perform at one's best despite stress (Nartova-Bochaver, Korneev, & Bochaver, 2021). It helps athletes positively adapt to the issues and be motivated even in the case of failures or injuries (Lines et al., 2020). In a sporting context, Resilience is a factor that makes some people successful when faced with adversity, while others fail (Surujlal et al., 2015). The development of the notion of Resilience was historically rooted in the health and risk studies, according to which people who had been exposed to some stressors showed various results due to the adaptive coping capacity (Chittle, 2020). The recent research views Resilience as a dynamic process and not a predetermined trait (Veillette et al., 2025). It is a manifestation of good adaptation, in spite of continued stress factors, such as physical, competitive, and mental stress. In addition, cultural and social

contexts have an effect on Resilience. As an example, young people who use nontraditional social support like peer groups might also portray Resilience despite the fact that these coping strategies are not socialized (Fisher & Law, 2021). Modern frameworks deny the existence of one-dimensional definitions of Resilience, because it is about multiple systems of interaction, personal, social, and environmental, that play a part in the adaptive capacity of an athlete (Masten, 2021). It has been shown that it is not a significant life crisis that may lead to the discovery of an individual's true Resilience capacity, but ordinary stressors in daily life, which result in the use of healthier coping strategies and well-being (Gupta & McCarthy, 2021). Within the sporting context, this view puts a lot of emphasis on the need to constantly adapt, be mentally tough, and self-regulate positively during the training and competition periods.

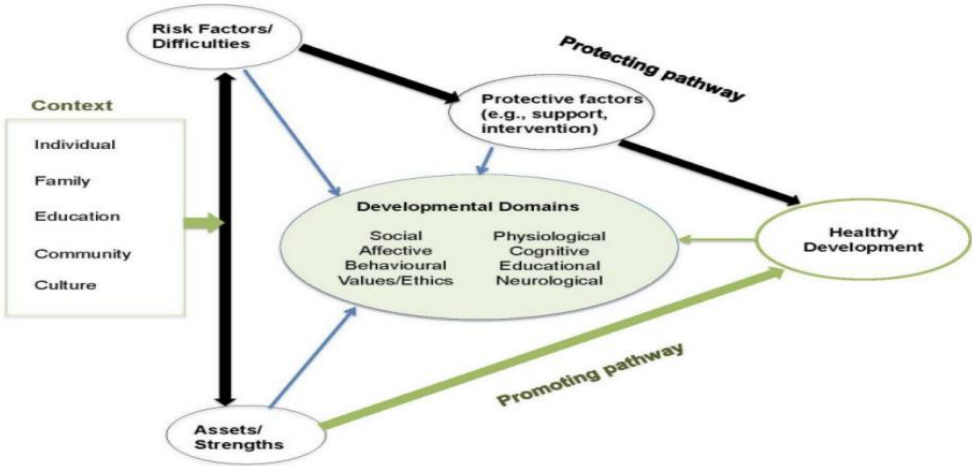
Pakistan Hockey Federation (PHF) is the highest governing body of field hockey that regulates and promotes the sport as well as develops it on a national level. Although the Pakistani hockey history is abundant, its involvement of women is still minimal through cultural and structural factors. The University Women's Hockey Players is an emerging but underrated group that aims to be excellent in a male environment. In the past, women in Pakistan have had difficulties securing attention, equal treatment, and opportunity in the sporting arena, like women in most states of the globe. (Bowes & Culvin, 2021). However, Women have shown to be passionate and committed despite these challenges, and they mostly use their psychosocial strengths like positive Attitude, Subjective Norms, and Perceived Behavioural Control when maintaining Players' Resilience and performance.

The theoretically-based multisystem approach, Planned Behaviour, to appreciate Resilience as a product of interactions among interrelations among various domains (Veillette et al., 2025). On the same note, Hartman, Weiss, Newman, and Hoegl (2020) posited that Resilience can be different in relation to life and performance domains and emphasized the fact that a more thorough assessment of Resilience in the context of sports is required. The integrated model

postulates that Resilience does not just act to counter any negative factors, but also induces adaptive development in response to stress. Overall, the literature reviewed may indicate that the Psychosocial Factors Attitude, Subjective Norms, and Perceived Behavioural Control are potential factors of the

Resilience comprehension and improvement in athletes. In the case of Women's hockey players in Pakistan, addressing these issues can facilitate psychological stability, motivation, and adaptability, which will result in better performance and long-term involvement in sports.

Figure 1.1
Healthy Development Model



The Theory of Planned Behavior (TPB) is a theory of Ajzen (1991), which describes the influence of Attitudes, Subjective Norms, and Perceived Behavioural Control on the intentions and behaviour of an individual. The TPB states that behavioural intention is the closest predictor of actual behaviour, and it is determined by these three psychosocial elements (Hartmann, Weiss, Newman, & Hoegl, 2020). Attitude is the overall assessment of a behaviour of an individual, including what one believes are the advantages or limitations of that behaviour. The Subjective Norms represent the perceived social pressure of the significant others to do or not do a behaviour, and Perceived Behavioural Control is the confidence that one has in the ability to successfully carry out the behaviour. Applying the TPB to Resilience among women hockey players, the model

offers an excellent opportunity to learn the role of Psychosocial actors on the capacity of athletes to overcome challenges. The players who have positive perceptions of adversity tend to view the setback as a growth. Encouraging Subjective Norms, like the support of Coaches and teammates, encourages motivation and persistence. Equally, good Perceived Behavioural Control that allowed players to control pressure and focus in competition (Santos & Liguori, 2020). Together, these elements are useful in explaining how Psychosocial factors aid in the development and maintenance of Resilience among women's hockey players.

Material and Methods

In this study, the total population consisted of 1087 women hockey players actively involved in university-level hockey teams. An appropriate

sample size of 380 respondents can be determined by various techniques to conduct structural equation modeling (Tehseen, Ramayah, & Sajilan, 2017). This study employed a cross-sectional survey design using a closed-ended questionnaire to collect data from women's hockey players. The survey approach was chosen as it effectively addresses the research objectives and enables data collection from a wide sample in a cost-efficient way and time-effective manner (Mohamad et al., 2015). The primary data was collected from women hockey players registered for at least two years in HEC-recognized public universities across Pakistan. This two-year minimum registration criterion ensures participants have adequate experience in team dynamics, competition participation, and situations requiring Resilience. This study employed a non-probability purposive sampling technique to collect the data. The purposive sampling technique is employed for the women's hockey players. Research design is a strategy adopted to integrate various components of the study logically and coherently to address the specific research objectives adequately. A quantitative research approach was adopted as the most suitable method to achieve the objectives (2025). This approach allows for examining the direct influence of Psychosocial Factors on Players' Resilience. The

constructs utilized in the research model were evaluated using a multi-item scale in this study. Survey Questionnaires were used to collect data from women's hockey players who were part of the university hockey team (Rule & John, 2015). The primary goal of this study's questionnaire is to glean data on psychosocial factors as Attitude, Subjective Norms, and Perceived Behavioral Control, with Players' Resilience. Data were collected through a structured survey, with questionnaire items and the five-point Likert scale was used to capture associations among the study variables (Sarstedt & Ringle, 2023). The analysis focused on bivariate relationships to investigate the direct links between variables (Mohamad, Sulaiman, Sern, & Salleh, 2015).

Results and Discussion

This study is using the SPSS-26 and Smart-PLS software to run the analysis, and this software can provide reliable results for a small sample size (Puerta-Cortés, Panova, Carbonell, & Chamarro, 2017). So, this study checked the reliability values of all the constructs through Cronbach's Alpha. All the constructs of this study show a valid and reliable Cronbach's Alpha value above 0.70. Table 1.1 shows the details of the number of items and the reliability of each construct.

Table 1.1

Construct Reliability and No. of Items

Scale	Original Items	Cronbach Alpha
Passion	14	0.946
Players Resilience	10	0.912
Toxicity	05	0.858
Subjective Norms	01	0.901
Attitude	04	0.761
Perceived Behavioural Control	03	0.860
Mutual Dependence	12	0.869

Note: P= Passion, PR= Players Resilience, T= Toxicity, SN = Subjective Norms, A = Attitude, PBC = Perceived Behavioural Control, MD = Mutual Dependence

The reliability coefficient, Cronbach's alpha for Psychosocial Factors (Attitude, Subjective Norms, Perceived Behavioural Control) and Players'

Resilience is provided in Table 1.1. These outcomes showed that the scales utilized have high reliability as Cronbach's alpha estimation is over the required level

of 0.70 (Gliem & Gliem, 2003). So, this study indicates that all the constructs used in this study are highly reliable and consistent.

Direct Relationship

In this subsection, it investigates the direct

relationship between the independent variables of Attitude, Subjective Norms, Perceived Behavioural Control, and the dependent variable, Players' Resilience. This section provides the results of this study. Table 1.2. shows the results of our analysis.

Table 1.2
Direct Path Analysis

Direct Path	Beta	Standard deviation	T statistics	P values
A → PR	-0.035	0.016	2.236	0.000
SN → PR	0.048	0.019	2.477	0.000
PBC → PR	-0.054	0.026	2.044	0.000

Table 1.2 shows the direct path analysis since it depicts the direct association between Psychosocial Factors as Attitude, Subjective Norms, and Perceived Behavioural Control, with the Players' Resilience of women hockey players. The findings show that Attitude has a weak negative relationship with Players' Resilience ($A \rightarrow PR \beta = -0.035, p < 0.05$). Although statistically significant, the small negative coefficient indicates that higher levels of Attitude are slightly associated with lower Resilience, suggesting Attitude is not a strong predictor of Players' Resilience. In contrast, Subjective Norms show a positive and significant relationship with Players' Resilience

($SN \rightarrow PR \beta = 0.048, p < 0.05$). This suggests that when players perceive stronger social support and expectations from peers or significant others, their resilience tends to increase, though the effect is relatively modest. Perceived Behavioural Control shows a significant negative relationship with Players' Resilience ($PBC \rightarrow PR \beta = -0.054, p < 0.05$). This means that higher levels of perceived control are linked with slightly lower Resilience. Overall, Subjective Norms contribute positively to strengthening Players' Resilience, while Attitude and Perceived Behavioural Control show small but negative influences on Players' Resilience.

Figure 1.2
Direct Relationship Analysis

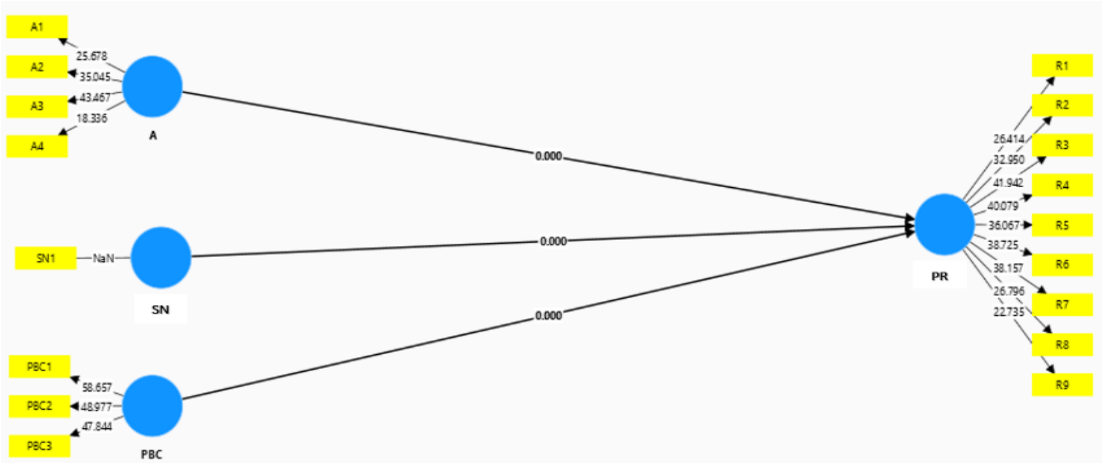


Figure 1.2 demonstrates the statistical findings of this study by presenting the direct Relationship, which explains that the independent and dependent variables are related to each other. The Partial Least Squares Structural Equation Modeling (PLS-SEM) approach was used to examine the analysis of direct relationships of Psychological Factors, including Attitude, Subjective Norms, Perceived Behavioural Control, and Players' Resilience. The figure is a graphic illustration of the variables that affect each other and can be used to determine variables that have a great direct correlation with the Resilience of players. Application of PLS-SEM to have a holistic view of these relationships with an in-depth analysis of the psychological processes involved in the development of Players' Resilience in women's hockey players.

Conclusion

To sum up, this paper has identified that psychosocial variables, Attitude, Subjective Norms, and Perceived Behavioural Control of women's hockey in Pakistan play an important role in the Resilience of the players. The results highlight that positive attitude, perceived control, and supportive social environment are all the factors that increase the competent pressure coping mechanisms of an athlete, recovery, and persistence of motivation in a competitive context. The findings highlight that it is essential to promote positive attitudes, the role of social support by peers and coaches, and the psychosocial aspect to make players

stronger and resilient. In practice, the research recommends that sports Coaches, Trainers, and Policymakers ought to integrate psychological skills training and supportive team dynamics in the athlete development programs to strengthen the athletic Resilience and effectiveness of long-term success of women playing hockey in the women's hockey program.

Recommendations

Based on the findings of this study, it is recommended that coaches and sports institutions should focus on strengthening psychosocial factors that improve Resilience among women hockey players. Training programs should encourage the development of positive attitudes, norms that support teams, and perceived control to help players cope with challenges in their lives. The recommendations are useful to coaches, policy makers, and sports management officials in understanding those factors that influence the development and participation of the athletes, in designing more supportive training environments, developing evidence-based policies, and implementing effective management strategies that improve athlete performances, guarantee equal opportunities, and strengthen the general sport system. Besides, an encouraging social environment along with institutional support systems will further facilitate mental toughness, emotional stability, and long-term Resilience among women hockey players.

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