

SOCIAL PSYCHOLOGY

THE SATISFACTION OF BEING A REBEL

Bernard Gangloff¹, Luisa Mayoral², & Amine Rezrazi³

¹LAPPS-TE2O, Université Paris 10 (France)

²UNCPBA, Tandil (Argentina)

³Université de Rouen (France)

Abstract

Several researches in organizational environment have shown that there is a norm of allegiance; it consists in valuing positively employees who not only obey the orders of their hierarchical superiors but who also avoid any criticism of them. Here is questioned the degree of satisfaction and dissatisfaction with adopting or refusing to adopt such behavior.

120 employees of the Argentinian private sector (60 men and 60 women) were contacted using the snowball technique and, on a voluntary basis, answered anonymously to two questionnaires.

The first one was an allegiance questionnaire of 24 items from the questionnaires of Gangloff & Caboux (2003) and Gangloff & Duchon (2008): 12 items of general allegiance and 12 items differentiating the reasons for allegiance (ideological vs. opportunist). Examples: "With my boss, I rarely try to defend my ideas" (general allegiance item); "When my boss takes a decision, I rarely challenge it. Whatever the decision: you should not challenge your boss" (ideological allegiance); "Even if my boss's orders sometimes seem absurd to me, as I want to have quick promotions, I generally obey" (opportunistic allegiance). The subjects answered each item by indicating whether, usually, they adopted rather allegiant or rather rebellious conduct, and they specified, in each of the two cases, if this adoption satisfied or dissatisfied them.

Considering that satisfaction is a constituent element of well-being, a second questionnaire was used the Scale for Measuring Manifestations of Psychological Well-Being (EMMDEP) by Massé et al. (1998), made up of 25 items in which subjects ticked off as "somewhat agree" (rated 1) vs. "somewhat disagree" (rated 0).

The results show that 1) allegiant conducts are more frequent than rebellious ones, but only among women (among men, the difference is not significant); 2) dissatisfaction is more frequent with adopting allegiant conducts than with adopting rebellious ones, whatever the gender; 3) satisfaction is more frequent than dissatisfaction, both for the allegiant conducts and for the rebels; 4) Satisfied participants express more well-being than unsatisfied participants.

The limits and practical consequences of these results will be discussed.

Keywords: *Allegiance, rebellion, hierarchical superior, satisfaction.*

POSITIVE YOUTH DEVELOPMENT IN SLOVENIA: TEST OF A MODEL

Ana Kozina, & Tina Pivec

Educational Research Institute (Slovenia)

Abstract

The PYD framework is based on Relational Developmental System Theory, which focuses on the importance of the interplay between individual characteristics and contexts (e.g., school, family, community, society) (Lerner, 2007). In the study, we will put this model through an empirical test using structural equation modelling. We will test a path leading from developmental assets (internal and external assets) to the 5Cs and further on to the positive (contribution) and negative (bullying, anxiety) outcomes. The basic assumptions are that the amount of developmental assets present is related to the PYD outcomes, the 5Cs, and these to the lower level of risky and problem behavior and to greater contribution. We will test three alternative models with variations in the 5Cs part: 5Cs model, one-factor model, two-factor model. The rationale for testing 5Cs as one factor originates in the studies (e.g., Holsen et al., 2017) showing that the associations between the 5Cs and negative outcomes appear to depend on how the 5Cs are treated in data analysis, i.e., as separate Cs or as one PYD factor. Similarly, proofs of a

two-factor model can be found in the literature (Årdal et al., 2018). We will use Slovenian youth sample ($N = 1982$; 57.4% female; $M_{age} = 15.35$, $SD = 1.21$) participating in PYD-SI-MODEL study and a selection of self-report measures: Developmental Assets Profile (Scales, 2011), PYD questionnaire (Geldof et al., 2013), LAOM Anxiety Scale (Kozina, 2012); Adolescent Peer Relationship Index Bully-Target (Parada, 2000), and Thriving and Contribution Indicators (Benson, 2003). The findings show better fit of the 5C model. The study is the first of this kind to test the model on Slovenian data therefore together with scientific added value, the study has direct implications also for practice and for the promotion of positive youth development in Slovenia.

Keywords: *Positive youth development, Slovenia, school, structural equation modelling.*

MIGRATORY GRIEF, COPING, AND PSYCHOLOGICAL DISTRESS OF VULNERABLE GROUPS IN MOBILITY IN SPAIN

Alexander Lopez de Leon, & Susana Puertas

Institute for Migration Research, University of Granada (Spain)

Abstract

The present study aims to analyse migratory grief, coping (focusing on the problem, negative self-focus, positive reappraisal, open emotional expression, avoidance, search for social support, and religion), and psychological distress of people according to their main reasons for migrating. The sample consisted of 454 participants (48.7% men and 51.3% women) aged between 18 and 74 years ($M = 35.48$; $SD = 11.06$). The methodology used was quantitative and non-experimental design. The Migratory Grief Assessment Questionnaire, the Coping with Stress Questionnaire, and the Kessler Psychological Distress Scale K10 were used. The results indicate a significant and positive relationship between migratory grief, the passive coping styles, and psychological distress, as well as a negative relationship between migratory grief and the strategy focused on the problem. In addition, students are the group with the least migratory grief compared to groups who migrated for economic reasons, insecurity (wars, violence, threats), and sexual orientation. In addition, people fleeing because of security reasons are the ones who use less the strategy of seeking social support compared to the group of people studying. People migrating for economic reasons use religion more as a coping strategy compared to the groups motivated by sexual orientation and educational background. Regarding psychological distress, people who flee because of their sexual orientation have higher levels of psychological distress compared to those who have migrated for economic and academic reasons. The relevant and significant findings related to the variables investigated are discussed.

Keywords: *Migratory grief, coping, psychological distress, LGTBIQ+ community, migrants.*

THE EU PROJECT CONNECT!: FROM THE REPORTS TO THE HIGHER EDUCATION COURSE

Lea Ferrari, & Teresa Maria Sgaramella

Department of Philosophy, Sociology, Education and Applied Psychology University of Padova (Italy)

Abstract

Megatrends as globalization, digitization, demographic change, skills shortage, and the pandemic challenge the working lives of millions of people across the world. Organizations experience increasing pressure to become more and more sustainable and to remain competitive taking care of their employees at all levels of skills. At the same time, employees get mobile, search for attractive, stable, and future-oriented job opportunities, and need support to access labor offers all around Europe. The European Erasmus+ project CONNECT! (connect-erasmus.eu) aims to connect career guidance and counselling (CGC) with human resources (HR) in enterprises, for developing and advancing higher education and training in practice. To develop the higher education course two main phases were followed. In the first phase, the involved partners (Italy, Germany, Netherlands, Greece, Austria, and Serbia) conducted an analysis of the national situation. In the second phase, 79 HR and 77 CGC counselors were involved to answer a qualitative survey about the perceptions and best career and life