

Title	An investigation of the relationship between attachment styles and work-family linkage.
All Authors	May Lwin Nyein & Nilar Kyu
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Abstract	This study attempts to explore whether different models of work-family relationship were possible for individuals with different attachment styles. A questionnaire survey was conducted using 263 employees working in four private and government sectors, Mandalay. Results suggested that individuals with a negative view of self (preoccupied and fearful) special usage is allowed were more likely to experience negative spillover from the family/home to the work domain than individuals with a positive view of self (secure and dismissing). Individuals with a preoccupied attachment pattern were more likely to experience negative spillover from work to the family domains than those with a secure or dismissing in style. Securely attached individuals experienced positive spillover in both work and family domains more than those in the other groups. Dismissing individuals were more likely to use a segmentation strategy than the other 3 attachment groups. However, when the conventional job satisfaction-life satisfaction relationship was examined, the data provided only partial support for the spillover model. Implications of the findings for both attachment and work-family relationship literatures are discussed.
Keywords	Attachment styles, Work-Family linkage, Job satisfaction, Life satisfaction
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**A STUDY ON THE RELATIONSHIP BETWEEN ADULT
ATTACHMENT, DISTRESS, EMOTIONAL INTELLIGENCE
AND COPING STYLES**

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MA MAY LWIN NYEIN
ROLL NO – 1 – PhD. psy (2)
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A study on the relationship between adult attachment, distress, emotional intelligence and coping styles

I. Introduction

Attachment has been linked to a number of interpersonal and psychological patterns that stem from early infancy and persist into adulthood (Bowlby, 1969). Infants develop internal working models (i.e., expectations, beliefs, and scripts) about themselves and others based on how secure they feel relying on their caregiver for basic needs (Ainsworth, Blehar, Waters & Wall, 1978). A large body of research on attachment styles in adolescents and adults has found that insecure attachment styles are significantly related to overall distress and disruptions in daily functioning. Specifically, insecure attachment dimensions have been found to have a significant and positive relationship to psychological distress (Besser & Priel, 2005; Braver, Bumberry, Green, & Rawson, 1992; Lopez, Mitchell, & Gormley, 2002), anxiety (Lopez, Mauricio, Gormley, Simko, & Berger, 2001; Mikulincer, Florian, & Weller, 1993; Wei, Heppner & Mallinckrodt, 2003), and depression (Murphy & Bates, 1997; Wei, Mallinckrodt, Larson, & Zakalik, 2005; Wei, Shaver, Young, & Zakalik, 2005; Wei, Mallinckrodt, Russell, & Abraham, 2004; Wei, Heppner & Mallinckrodt, 2003). In addition, studies have found that insecure attachment negatively affects one's ability to tolerate interpersonal disputes or relational dynamics (Allen, Porter, McFarland, McElhaney, & Marsh, 2007; Bartholomew & Horowitz, 1991; Besser & Priel, 2009; Creasey & Hesson-McInnis, 2001).

Research has also examined other factors that are linked to attachment and psychological and interpersonal distress. Emotional intelligence has been cited as the "emotional correlate" of the attachment construct (Kafetsios, 2004; Kim, 2005; McCarthy, Moller, & Fouladi, 2001), and has been found to predict an individual's level of psychological and interpersonal distress (Brackett, Rivers, Shiffman, Lerner, & Salovey, 2006; Rude & McCarthy, 2003; Salovey, Stroud, Woolery, & Epel, 2002). Further, coping style has been identified as a crucial link between attachment style and distress levels (Lopez, Mitchell, & Gormley, 2002; Lopez, Mauricio, Gormley, Simko, & Berger, 2001; Wei, Heppner, & Mallinckrodt).

Concerned with the lack of systematic investigation of Adult Attachment Styles in Myanmar, this study attempts to evaluate a conceptual model that includes the role of emotional intelligence and coping style in the link between attachment and distress and to consider how individuals manage and cope with distress in different ways by gender differences.

1.1 Objectives

1. To evaluate a conceptual model that includes the role of emotional intelligence and coping style in the link between attachment and distress.
2. To examine how individuals manage and cope with distress in different ways by gender difference.

1.2 Hypotheses

More specifically, on the basis of the literature reviewed, we generated the following hypothesis:

Hypothesis 1: Individuals with secure attachment (anxiety and avoidance) are more likely to experience interpersonal and psychological distress than individuals with secure attachment.

Hypothesis 2: Individuals who are highly anxious and avoidant in their attachment will report reduced emotional intelligence and problem solving and capacities.

Hypothesis 3: Individuals with low emotional intelligence capacities and problem-solving coping will also be more likely to report greater psychological and interpersonal distress.

Hypothesis 4: Individuals with anxiety attachment are more likely to use reactive style coping.

Hypothesis 5: Individuals with avoidance attachment are more likely to use suppressive style coping.

II. Method

2.1 Participants

The participants will be used 300 students from some universities in Myanmar. Participation in this study will be strictly voluntary and confidentiality of the responses will be assured.

2.2 Measures

Adult attachment. The Experiences in Close Relationship Scale (ECR- short form; Wei, Russell, Mallinckrodt, & Vogel, 2007) will be used in this study to measure adult attachment. It is a 12-item self-report measure of adult attachment which contains two distinct subscales: anxious and avoidant attachment subtypes. The original ECRS was comprised of 36-item which attempted to capture the two domains of attachment, Anxiety and Avoidance, and was developed from all current attachment measures (Brennan, Clark, & Shaver, 1998). Responses will be made on a 7-point Likert scale that ranges from *disagree strongly (1)* to *agree strongly (7)*.

Distress. Interpersonal and psychological distress will be measured Inventory of Interpersonal Problems (IIP-48) and the Outcome Questionnaire 45 (OQ45).

Inventory of Interpersonal Problems (IIP-48) was developed by Gude, Moom, Kaldested and Friis (2000). It consists of six subscales: submissiveness, avoidance, neglectfulness, aggressiveness, intrusiveness, and over-conscientiousness. It comprises 48 items. Each item will be rated on a 5-point Likert scale that ranges from *not at all (0)* to *extremely (4)*.

The Outcome Questionnaire 45 (OQ45) was developed by Lambert, Lunnen, Umphress, Hansen and Burlingame (1994). There are three subscales: Symptoms Distress (SD), Social-Role functioning (SR) and Interpersonal Relationship (IR). It consists of 45 items and each will be rated on a 5-point Likert scale ranging from *not at all (0)* to *extremely (4)*.

Emotional Intelligence. Salovey, Mayer, Goldman, Turvey and Palfai's (1995) the Trait Meta-Mood Scale (TMMS) will be used in this study to measure emotional intelligence. It consists of three factors which are attention to emotion, clarity of emotion and mood repair. It is a 48-item self report measure. Participants will be asked to rate how much they agree with each item on a 5-point Likert scale that ranges from *strongly disagree (1)* to *strongly agree (5)*.

Coping Styles. The Problem-Focused Style of Coping scale (PF-SOC; Heppner, Cook, Wright, & Johnson, 1995) will be used to assess how well people believe they are coping with

a problem and working towards the resolution of that problem. It contains 18 items. Each item will be rated on a 5-point Likert scale that ranges from *almost never (1)* to *almost all of the time (5)*. The PF- SOC is broken into three separate subscales which reflect a Reflective Style, a Reactive Style, and a Suppressive Style.

III. Analysis of the Data

In order to examine our hypotheses, item analysis, factor analysis, descriptive analysis, correlation analysis, regression analysis and analysis of variances will be conducted.

IV. Discussion

The findings will be discussed with reference to the context. The significance of the results obtained will be discussed, and suggestions will be made for future research.

V. Conclusion

This study will be concluded in the lighting to present finding and projective researches will be suggested.

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