

ROLE OF SELF-EFFICACY IN THE CONSTRAINT NEGOTIATION PROCESS: THE CASE OF INDIVIDUALS WITH FIBROMYALGIA SYNDROME

Angela Loucks-Atkinson, University of Georgia

The emergence of the concept of *negotiation* has led to limited research on its role in the leisure constraint process (Jackson 1999, 2000; Hubbard & Mannell, 2001). Research has been primarily descriptive. It has resulted in the classification of negotiation strategies (e.g., Jackson & Rucks, 1995) but not the examination of their operation and links with constraints, motivation, and participation. An exception is a study by Hubbard and Mannell (2001) demonstrating that encounters with constraints trigger the use of negotiation strategies that in turn reduce the negative effects of constraint on participation. Support for their "constraints-effects mitigation model" also suggested that the greater the motivation to participate, the greater people's efforts to negotiate.

Hubbard and Mannell and others (Henderson, Bedini, Hecht, & Shuler, 1995; Jackson, 1999, 2000) have suggested that the notion of negotiation needs further theoretical development to better understand when negotiation efforts will be forthcoming and successful. A potentially useful social-cognitive approach that specifically includes the notion of constraints is Bandura's self-efficacy theory. An individual's perceived efficacy has been shown to influence how much effort will be expended to overcome challenges or problems (Bandura, 1977, 1982), and efficacy is theorized to influence motivation, affect, and consequently behaviour (Bandura, 1986). Therefore, perceived ability or efficacy to negotiate constraint may affect the success of the negotiation process (i.e., ability to overcome constraints).

In the present study, the concept of *negotiation-efficacy*, defined as an individual's confidence in her or his ability to successfully use negotiation strategies to overcome constraints was measured and examined. Hubbard and Mannell's constraint-effects mitigation model was modified to include the negotiation-efficacy construct. It was hypothesized that the greater people's negotiation-efficacy the higher their motivation to participate and the greater their efforts to negotiate constraints which in turn would lead to higher levels of participation. Consistent with the mitigation model, it was also expected that greater constraint would be associated with lower levels of participation but also greater efforts to negotiate.

Method

Respondents and Procedure

Data for this study were obtained from adults with Fibromyalgia syndrome (FM) living in Ontario, Canada. FM is characterized by widespread chronic pain in muscles and surrounding structures, fatigue, and other commonly associated symptoms. This condition has a significant effect on quality of life (Wolfe, 1994) and individuals often have decreased participation and pleasure in leisure activities (Marielle, Rutten-van Molken, Leidl et al., 1996) due to a variety of constraints that are aggravated by FM (Loucks, 1999). Respondents were recruited from a total of 18 FM support groups. During meetings respondents completed a self-administered questionnaire or received a mail-return survey. Additional respondents were recruited through health care professionals who distributed mail-return surveys to patients and clients with FM.

Response rate was 57.4% for mail-return surveys and 91.9% for self-administered surveys collected at the support group meetings. The overall response rate was 75.9% for a total of 219 respondents. The mean age of the study participants was 53.3 (SD=10.4), 90.9% were female, 54.8% had a high school or community college education, 64.8 % were married or living with a partner, 30.1% were on disability insurance, 26.0% were working either full or part-time, and 52.4% of respondents had an annual household income under \$40,000.

Variables

A total *participation* score was calculated by having respondents report their monthly participation rates during the previous year in 26 physically active leisure activities by season of the year. *Constraints* to participation in these activities were measured by having respondents rate 24 statements about what prevented or inhibited their desired level of involvement on a five-point Likert-type scale. The items covered a wide range of intrapersonal, interpersonal, structural, and FM specific constraints and were adapted from a studies reported by Raymore et al. (1993) and Hubbard and Mannell (2001). To assess negotiation, respondents indicated the frequency of use of 37 negotiation strategies on a Likert-type scale ranging from (1) "Never" to (5) "Very Often." The specific strategies referred to in this scale were based on studies by Jackson and Rucks (1993) and Hubbard and Mannell (2001), and informal interviews with individuals having FM. *Motivation* to participate in physically active leisure activities was assessed by measuring respondents' level of agreement with nine statements on a five-point Likert-type scale ranging from (1) "Not at All" to (5) "Very Much" representing intrinsic, extrinsic, and introjected motivation. *Negotiation-efficacy* was measured by asking respondents how confident they were in their ability to use the 37 negotiation strategies to successfully overcome constraints using a confidence scale (0% to 100%) with 0% being "very uncertain", and 100% being "very certain". This format was based on Culos-Reed's (2000) instrument for measuring exercise-efficacy.

Results and Discussion

Participation, Constraint, Motivation, Negotiation, and Negotiation-Efficacy

The sample studied had participated in physically active leisure activities (e.g., walking, gardening, etc.) on average 8.7 times per week during the last year ($SD=6.9$). These involvements were typically of very brief duration. The mean constraint score ($M=2.3$) for the total constraint scale suggested that, as a group, the respondents felt low to moderately constrained. FM specific constraints (i.e., pain, fatigue, and fear of aggravating FM) had the highest mean score ($M=3.7$). Negotiation scores were low to moderate with a mean of 2.7 for the total scale. Respondents were moderately motivated to participate ($M=3.4$) and moderately confident in their ability to successfully use negotiation strategies to overcome constraint with a total negotiation-efficacy score of 65.7 percent.

Role of Negotiation-Efficacy in the Constraint Negotiation Process

Path analysis using regression procedures was carried out to test the proposed model. The relationship between constraint and participation was negative as expected ($\beta = -.13, p=.05$). However, constraint was also positively related to the use of negotiation ($\beta = +.19, p=.007$) which in turn was related to higher levels of participation ($\beta = +.32, p=.000$). Higher levels of motivation were also related to greater use of negotiation strategies ($\beta = +.37, p=.000$). The data are also consistent with the negotiation-efficacy hypotheses. Higher levels of negotiation-efficacy were directly and positively related to negotiation ($\beta = +.19, p=.006$) and motivation to participate ($\beta = +.23, p=.002$).

Conclusion

While the data obtained in this study are correlational and do not allow a direct test of causality, they are consistent with the links proposed to exist among self-efficacy, motivation, constraint, negotiation and participation. The findings are supportive of the constraint-effects mitigation model proposed by Hubbard and Mannell (2001) and the extension of this model to include the notion of negotiation-efficacy. It appears that the higher a person's negotiation-efficacy, that is, confidence in the ability to successfully use negotiation strategies, the more motivated she or he will be to participate, and the greater effort that will be given to negotiating constraints. Constraint, motivation, and negotiation are not factors that independently influence participation, but rather they are interrelated and comprise a complex process of influence. This study in conjunction with Hubbard and Mannell's research provides strong support for Jackson, Crawford and Godbey's (1993) first proposition that individuals are seen to actively respond to encounters with constraints by negotiating rather than not participating. The present study also provides further clarification of the role of motivation in the constraint negotiation process and clarifies the operation of Jackson et al's "balance" proposition. Strong evidence was found suggesting that motivation to participate is an important component in successful negotiation through its direct and positive effect on negotiation. Future research could focus on exploring this process further by identifying additional factors that may influence negotiation efforts and negotiation-efficacy itself. Such factors could include previous negotiation successes, locus of control, and feelings of self-determination.

References

- Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioural change. *Psychological Review*, 84, 191-215.
- Bandura, A. (1982). Self-efficacy mechanism in human agency. *American Psychologist*, 37, 122-147.
- Bandura, A. (1986). Fearful expectations and avoidant actions as coefficients of perceived self-efficacy. *American Psychologist*, 41, 1389-1391.
- Culos-Reed, S. N. (2000). Use of social-cognitive theories in the study of physical activity and fibromyalgia: Self-efficacy theory and the theory of planned behaviour. Unpublished thesis dissertation, University of Waterloo, Waterloo, Ontario, Canada.
- Henderson, K., Bedini, L., Hecht, L., & Shuler, R. (1995). Women with physical disabilities and the negotiation of leisure constraints. *Leisure Studies*, 14, 17-31.
- Hubbard, J., & Mannell, R. C. (2001). Testing competing models of the leisure constraint negotiation process in a corporate employee recreation setting. *Leisure Sciences*, 23, 145-163.
- Jackson, E. (1999). Comment on Hawkins et al., "Leisure constraints: A replication and extension of construct development." *Leisure Sciences*, 21, 195-199.
- Jackson, E. (2000). Will research on leisure constraints still be relevant in the twenty-first century? *Journal of Leisure Research*, 32, 62-68.
- Jackson, E., Crawford, D., & Godbey, G. (1993). Negotiation of leisure constraints. *Leisure Sciences*, 15, 1-11.
- Jackson, E., & Rucks, V. (1993). Reasons for ceasing participation and barriers to participation: Further examination of constrained leisure as an internally homogenous concept. *Leisure Sciences*, 15, 217-230.
- Jackson, E., & Rucks, V. (1995). Negotiation of leisure constraints by junior-high and high-school students: an exploratory study. *Journal of Leisure Research*, 27, 85-105.
- Loucks, A. (1999). Identifying leisure constraints and negotiation strategies in individuals with fibromyalgia syndrome. Unpublished undergraduate thesis, University of Waterloo, Waterloo, Ontario, Canada.
- Marielle, G.,

Rutten-van Molken, M., Leidl, R., Bos, S., Vlaeyen, J., & Teeken-Gruben, N. (1996). Cognitive-educational treatment of fibromyalgia: A randomized clinical trial. II. Economic evaluation. *Journal of Rheumatology*, 23, 1246-1254. Raymore, L., Godbey, G., Crawford, D., & von Eye, A. (1993). Nature and process of leisure constraints: An empirical test. *Leisure Sciences*, 15, 99-113. Wolfe, F. (1994). Fibromyalgia: On criteria and classification. *Journal of Musculoskeletal Pain*, 2, 23-39.

Angela Loucks-Atkinson, Department of Recreation and Leisure Studies, University of Georgia, 335 Ramsey Center, Athens, Georgia, 30602., U.S.A; Phone: (706) 542-4311; E-mail: asloucks@arches.uga.edu

ABSTRACTS

of Papers Presented at the Tenth
Canadian Congress on Leisure Research

May 22-25, 2002

Faculty of Physical Education and Recreation
University of Alberta
Edmonton, Alberta

Abstracts compiled and edited by
Edgar L. Jackson

CCLR-10 Programme Committee
Karen Fox
Ed Jackson
Gordon Walker



CCLR 10

Copyright © 2002 Canadian Association for

The Canadian Congress on Leisure Research
is held under the auspices of the **Canadian Association
for Leisure Studies**

Le congrès canadien de la recherche en loisir
Se tient sous les auspices de **L'association canadienne
d'études en loisir**

**BOARD OF DIRECTORS / CONSEIL D'ADMINISTRATION
1999 - 2002**

President / President

Susan Markham-Starr
Acadia University

Past President / President-sortant

Edgar L. Jackson
University of Alberta

Treasurer / Tresorier

Robert Soubrier
Université du Québec à Trois-Rivières

Secretary / Secrétaire

Linda Caldwell
Pennsylvania State University

Directors / Directeurs

Wendy Frisby, *University of British Columbia*
Tom Hinch, *University of Alberta*
Peggy Hutchison, *Brock University*
Jennifer Mactavish, *University of Manitoba*
Lisa Ostiguy, *Concordia University*
Stephane Perrault, *Université du Québec à Trois-Rivières*
Jerry Singleton, *Dalhousie University*
Bryan Smale, *University of Waterloo*
Paul Wilkinson, *York University*



Appropriate Use of Documents: Documents may be downloaded or printed (single copy only). Please note that this document is copyrighted and CREDIT MUST BE PROVIDED to the originator of the document when you quote from it. You must not sell the document or make a profit from reproducing it. You must not copy, extract, summarize or distribute downloaded documents outside of your own organization in a manner which competes with or substitutes for the distribution of the database by the Lifestyle Information Network (LIN). <http://www.lin.ca>