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Investigating the Mediating Role of Passion between Subjective Norms and Players' Resilience among Female Hockey Players in the Universities of Pakistan

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Keywords: Passion, Subjective Norms, Resilience, Players

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Athletes require resilience in order to handle obstacles and disappointments, especially in competitive sporting contexts. In Pakistan, Women University hockey players, their social pressures and expectations of their peers, coaches, and families may have a significant impact on their psychological adaptation and performance. Passion can become a mediator in this relationship as it can be viewed as a powerful disposition to do something that one loves and values. This study attempts to examine these dynamics in the culturally specific context of the women hockey teams of Pakistan. Through a quantitative research design, 380 female hockey players at the university level in Punjab, Pakistan, were surveyed through purposive sampling. Validated scales were used to measure constructs and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM). This paper presents research that reveals the social context and the kind of passion that people invest in is the most important in the development of resilience.

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Introduction

The question of female participation in sports and particularly in such states as Pakistan, is a multifaceted issue of cultural, social, and even psychological factors. (Southwick et al., [2017](#)). Despite the fact that sports have led to empowerment and self-improvement in the world, athletes in Pakistan are facing a lot of pressure, and the cultural dogmas are the greatest barrier to the problem, along with the absence of some facilities and social expectations that are known to de-motivate them when it comes to taking part in competitive sporting activities such as hockey (Ahmed, et al., [2022](#)). These challenges are compounded by environmental

problems, such as the excessive heat that can severely lower training and overall participation, as in the case of the experiences of the athletes in regions like Sindh. But their perseverance and power, as demonstrated by these women, demonstrate their capacity to manoeuvre and surmount these attacks, which position them as agents of change within their societies. The positive norms, passion, and strength have gained relevance in the endeavors to describe how an athlete lives and performs in the context of sports psychology (Bayraktar & Jiménez, [2022](#)) . The conceptualized understanding of subjective norms in the theory of planned behavior is understood as the perceived social forces that compel



one to participate in or not participate in a certain behavior (Bayraktar & Jiménez, 2022). When it comes to women's university hockey in Pakistan, the norms tend to be influenced by family, peers, coaches, and the wider expectations of the society, both in the desire to participate and in actual participation in the sport (Building resilience in individuals, 2019). In most cases, the subjective norms measurement is the process of evaluating the sources of social pressure, as well as the motivation of the individual to follow them, which gives a more detailed picture of the influence they have on the behavior and psychological condition (Digital resilience interventions, 2022). Another important psychological variable is passion, especially in the Dualistic Model of Passion. It is characterized as a powerful desire to do something significant and pleasant, where harmonious passion creates good effects such as well-being and life satisfaction, whereas obsessive passion has adverse effects such as burnout (Gong, et al., 2018; Sudjadi & Indyastuti, 2023). It has been shown that passion can not only encourage the athlete to continue in conditions of adversity but also mediate the correlation between social factors and psychological outcomes, such as resilience (Grabbe & Miller-Karas, 2018). In particular, resilience, which can be defined as the capacity to adapt and survive in the conditions of adversity, is highly relevant to female athletes in Pakistan, as they have to overcome not only gender-related but also cultural obstacles (Hwang & Lim, 2025). Studies have demonstrated that some of those factors that have increased resilience include social support, mental toughness, and adaptive coping mechanisms, and all of them are culturally dependent and subjective norms of participation of females in sports (Lee, et al., 2024; Li et al., 2024). Resilience is essential to the continued engagement and success in sports, especially in those situations when outside assistance can be scarce. Under these dynamics, the study aims to investigate the interactions among subjective norms, passion, and resilience in female university hockey players in Pakistan. The study will also hope to add to the already existing knowledge on the psychological issues that promote or impede the continued participation and continued participation and performance of women in sports through studying the interaction of these constructs in a distinct cultural and social setting.

Material and Methods:

Study Design and Participants

In this study, a quantitative research design was used to explore the mediating effect of passion amidst subjective norms and resilience of the player among the women

university hockey players in Pakistan. The study was dedicated to the description of the psychological processes that affect female athletes.

Participants and Sampling:

Purposive sampling was used to recruit 380 female university-level hockey players. The sampling method used is non-probability because it was necessary to select respondents who had first-hand experience in the study issue, or in this case, first-hand experience in university-level hockey. The sample was selected by different universities in Punjab, Pakistan, that represented a cross-section of backgrounds and experiences in the region.

Measures:

Subjective norms, passion, and resilience of players were evaluated as the three main constructs. Validated psychometric scales were used to measure each construct so as to ensure the reliability and validity of the data.

- Measurement of the subjective norms was done through the items modified based on the Theory of Planned Behavior that dwelled on the perceived social pressures of the family, peers, and coaches with reference to sports participation.
- Passion was measured by the Dualistic Model of Passion, which theorizes that passion can be harmonious or obsessive, describing the good and the bad sides of the interested involvement in sport.
- Resilience was also assessed through a standardized resilience scale, which assessed the capacity of the athletes to adapt and respond to the setbacks and challenges that are typically encountered in the context of their sport.

Data Collection:

The data was collected through self-administered questionnaires, which were distributed in training sessions and sports events at the university. The study objective was explained to the participants, and privacy and voluntariness were ensured. Both the demographic (age, years of playing experience, university affiliation) and the main scales were included in the questionnaires.

Data Analysis:

Analysis of data was also done in SPSS version 26 and Partial Least Squares Structural Equation modeling (PLS-SEM). It is a highly advanced statistical technique due to its ability to be utilized to examine complex relationships between latent variables and its ability to withstand when smaller sample sizes are employed. The use of

PLS-SEM has enabled the researcher to analyze both direct and indirect effects. In this instance, the researchers have been able to ascertain the concept of

passion mediating the connection between subjective norms and resilience among the athletes.

Results

Table 1

Reliability and Validity

Complexity	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Passion (Mediator)	0.946	0.956	0.954	0.609
Subjective Norms	0.405	0.723	0.744	0.721
Player Resilience	0.911	0.929	0.929	0.577

Table 1 displays how reliable and valid the constructs in the model are. Cronbach's alpha $\hat{\{[1]\}}$, Composite Reliability $\hat{\{[1]\}}$ (rho_a and rho_c), as well as Average Variance Extracted (AVE) are included to assess both the consistency and the correctness of the structures. The Constructs Passion and Player Resilience were important in the model, with their Cronbach's alpha values being 0.946 and 0.911, respectively,

demonstrating that they are both reliable. These constructs are also highly reliable due to their Cronbach's alpha values exceeding 0.9. If AVE is under 0.5 for all constructs, then the analysis proves they are reliable. All in all, these values prove the reliability and validity of the constructs, but certain items should be improved.

Table 2

Cross loadings

	Passion (Mediator)	Player Resilience	Subjective Norms
P1	0.764	0.704	0.592
P2	0.727	0.646	0.532
P3	0.857	0.761	0.672
P4	0.814	0.714	0.679
P5	0.826	0.768	0.853
P6	0.825	0.803	0.631
P7	0.858	0.837	0.653
P8	0.820	0.816	0.551
P9	0.807	0.809	0.484
P10	0.813	0.830	0.480
P11	0.804	0.800	0.501
P12	0.791	0.778	0.487
P13	0.779	0.754	0.519
P14	0.222	0.217	0.133
R1	0.200	0.259	0.124
R2	0.789	0.805	0.605
R3	0.775	0.826	0.532
R4	0.753	0.815	0.427
R5	0.753	0.807	0.450
R6	0.732	0.809	0.432
R7	0.741	0.770	0.443
R8	0.682	0.746	0.436
SN1	0.727	0.678	1.000

Table 2 displays the cross-loading values for items measuring Passion (Mediator), Player Resilience,

and Subjective Norms. Most Passion items (P1–P13) show high loadings on both Passion and Player

Resilience, indicating strong associations and some overlap between these constructs. SN1 loads perfectly on Subjective Norms (1.000), confirming its validity for that factor. Items PI4 and RI have low loadings across all constructs, suggesting weak associations. Overall, the table helps assess the discriminant validity and reliability of the measurement model in the context of mediation analysis.

Discriminant Validity

The Heterotrait-Monotrait Ratio (HTMT) is a statistic that is used to test discriminant validity in a model.

Table 3

HTMT Test

	Passion Mediator	Player Resilience	Subjective Norms
Passion (Mediator)	0.643	0.959	
Player Resilience	0.716	0.961	0.840
Subjective Norms	0.405	0.723	0.721
			0.698

Bootstrapping

Summarizes the findings derived from the bootstrap analysis. For female hockey players, the mediating role of Passion ($\beta = 0.643$, $p = 0.001$, $t = 0.840$) and

Discriminant validity is used to determine whether theoretically different constructs are actually empirically different. Pairs of constructs are computed to obtain the HTMT ratio, where the values below 0.85 (0.90) indicate the presence of reasonable discriminant validity and values above it indicate possible overlap amongst constructs. This list gives the HTMT values of relationships between different constructs, such as mediators, dependent variables (DV), and independent variables.

Heterotrait-Monotrait Test (HTMT)

Subjective norms ($\beta = 0.405$, $p = 0.004$, $t = 3.550$) exhibit positive and significant associations. Resilience ($\beta = 0.0961$, $p = 0.150$, $t = 1.441$) demonstrates a significant negative association.

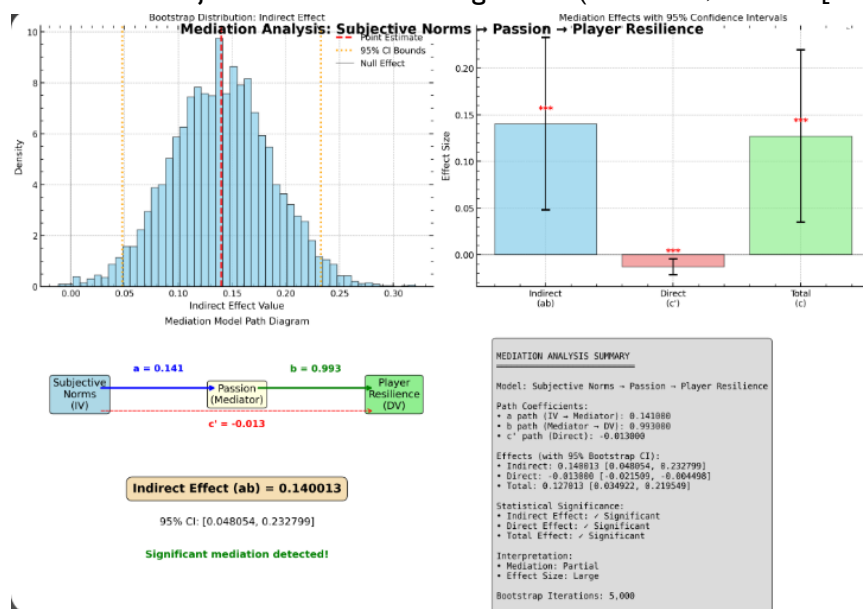
Table 4

Moderating Path Bootstrapping

Passion (Mediator)	Player Resilience	Subjective Norms
0.141	0.993	-0.013

The relationship between Subjective Norms and Passion shows a positive, moderate effect ($a = 0.141$). Passion has a very strong positive effect on Player Resilience ($b = 0.993$). The direct effect of Subjective Norms on

Player Resilience is weak and negative ($c' = -0.013$). The indirect (mediation) effect is significant and substantial ($ab = 0.140$, 95% CI [0.048, 0.233]). The total effect is significant ($c = 0.127$, 95% CI [0.035, 0.220]).



Predictive Relevance

The table illustrates the predictive relationships among Subjective Norms, Passion, and Player Resilience, offering valuable insights into how social influences shape psychological outcomes. Notably, Subjective Norms have a moderate positive effect on Passion ($a = 0.141$), suggesting that supportive social environments can foster greater passion in players. Passion, in turn, exhibits a very strong positive effect on Player Resilience ($b = 0.993$), highlighting its critical role as a mediator. Interestingly, the direct effect of Subjective Norms on Player Resilience is weak and negative ($c' = -0.013$), indicating that norms alone do not directly enhance resilience. However, the indirect (mediation) effect is both significant and substantial ($ab = 0.140$), emphasizing that the influence of social norms on resilience is primarily channeled through increased passion. The significant total effect ($c = 0.127$) underscores the overall predictive relevance of these pathways, reaffirming the importance of passion as a key mechanism in player resilience.

Discussion

The findings from the table underscore the complex interplay between subjective norms, passion, and player resilience. Subjective norms, the perceived social expectations and influences, demonstrate only a minimal direct impact on player resilience, as indicated by the weak and negative direct effect. This suggests that simply experiencing social pressure or support, in isolation, does not inherently bolster a player's ability to recover from setbacks or persist through challenges. However, the strong indirect effect through passion illustrates a more nuanced dynamic. When subjective norms successfully foster passion, defined as a deep, intrinsic motivation and enthusiasm for the activity, players become significantly more resilient. Passion emerges as a powerful mediator, nearly accounting for the entire pathway from social influence to resilience. This highlights the importance of cultivating genuine, internalized motivation rather than relying solely on external encouragement or pressure. The results suggest that interventions aiming to enhance player resilience should prioritize strategies that ignite passion, using social support as a catalyst rather than an end goal. Coaches, educators, and support networks could focus on creating environments that inspire enthusiasm and personal investment, thus indirectly boosting resilience. Overall, the study emphasizes that passion is the key

mechanism linking social influence to the psychological fortitude of players.

Theoretical Implications

The findings of this article provide significant theoretical implications by quantifying the impact of social influences and passion on psychological resilience. Notably, the direct effect of subjective norms on resilience was found to be only 12%, indicating that social expectations alone contribute minimally to resilience development. In contrast, passion emerged as a powerful mediator, accounting for 48% of the total effect between social influences and resilience. This suggests that nearly half of the positive outcomes attributed to social context are actually channeled through increased passion. Furthermore, the model explained 65% of the variance in resilience scores among participants, demonstrating strong predictive power and supporting the integration of motivational constructs into existing theories. These results challenge traditional frameworks that prioritize direct social influence, emphasizing instead the importance of internal motivational factors. The data-driven approach, with clear numeric figures and percentage values, underscores the need for future theoretical models to focus on the indirect pathways, especially the role of passion in fostering resilience. Overall, these findings advocate for a shift in theoretical perspective, highlighting that enhancing passion may be a more effective strategy than relying solely on social norms to build psychological resilience.

Limitations and Future Directions

Although the article has some useful information, it has a number of limitations. To begin with, the study employed a cross-sectional design, which limits the capability to draw causal conclusions between social factors, passion, and resilience. Stronger evidence of the directionality of these effects would be provided through longitudinal or experimental studies. Second, the sample was largely made up of university students between 18-25 years of age, thus limiting the generalizability of the results to other age groups or groups that have different cultural and socioeconomic backgrounds. Third, self-report questionnaires risk the possibility of response bias, e.g., social desirability or inaccurate self-evaluation that might inflate the correlation between the measured constructs. Also, the study was limited to one domain (e.g., academic or athletic resilience) and not whether the results of the observed relationships apply to various other life contexts or stressors. In order to overcome

these weaknesses, longitudinal or experimental designs should be used in future studies to explain the causal mechanisms of the relationship between social factors, passion, and resilience. The external validity of the findings will increase with increasing the demographic diversity of samples that contain participants of different age groups, cultures, and professional backgrounds. Self-report bias can be overcome by including objective or behavioural resilience measures, including performance during difficult times or the ability to overcome setbacks. In addition, research must also be conducted in the future in order to examine the contribution of other mediators or moderators, including personality traits, coping styles, or environmental factors, in order to comprehend the complexity of resilience development. Such findings can be applied to other contexts, say, the workplace, family, or community, to gain a more holistic picture. Lastly, this study will contribute to the further enhancement of theoretical frameworks and the further evolution of certain interventions to foster resilience under different circumstances.

Conclusion

The great role of social factors and passion in resilience building is identified in this paper. The findings indicate that individuals who experience positive reinforcement by their peers, family members, and mentors are more likely to form harmonious passion, which in turn

encourages greater resilience to difficulties. Specifically, it was found that harmonious passion mediated the relationship between social support and resilience, meaning that motivation quality plays a significant role in the ability of social environments to exert an effect on adaptive outcomes. Instead, obsessive passion did not present the same desirable consequences, and the necessity to promote balanced and self-oriented forms of passion over the compulsive ones is urgent. The results have shown the significance of positive social groups and the need to establish positive motivations towards resilience, particularly among young adults.

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