The objective of the study was to study the relationship between hardiness and state anxiety. Hardiness encompasses three component traits - commitment, control and challenge. A convenience sample consisting of 60 managers working in Textile industry participated in the study. Questionnaires were used to assess hardiness and state anxiety. The collected data was analysed with Mean, Standard Deviation, Correlation, regression and ANOVA tests. A high level of hardiness and a low level of anxiety were seen among the male respondents. A high level of hardiness and a low level of anxiety were seen among the Post graduate respondents. A low level of hardiness and a high level of anxiety were observed in the 21-30 years experience group. There is a significant difference in commitment, control, challenge, and anxiety among the respondents of different age groups and also different experience groups. There is a significant positive correlation between commitment and control and also between commitment and challenge. There is a significant negative correlation between anxiety and commitment and between anxiety and control and also between anxiety and challenge. Nearly seventy two percent of the variation in anxiety is affected by commitment, control and challenge (hardiness). From this study it was concluded that hardy personalities are less anxious than others.