

## **IMPACT OF PSYCHOLOGICAL CAPITAL ON JOB SATISFACTION: A STUDY ON SELECTED PROFESSIONAL COLLEGES OF SOUTH KERALA**

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### **ABSTRACT**

Raising employee satisfaction at work is one of the key options being addressed by business executives as they work hard to raise the competitive potential of their firms. This paper investigates the impact of Psychological Capital on job satisfaction of faculties of selected private professional colleges of South Kerala. Psychology has long been associated with mental disease or instability, but recent research has demonstrated that this is not the case. Employees with a positive psychological outlook might be a valuable addition to the company's growth. Key elements of employee psychological capital are hope, self-efficacy, resilience and optimism. The study scrutinizes the relationship between psychological capital and job satisfaction of faculties and also its impact. A sample size of 136 respondents was selected for the study. Collected data was analysed using Pearson correlation and multiple regression analysis. The study recognized that there is a significant relationship between psychological capital and job satisfaction. It is also identified from the study that not all but the components self-efficacy and hope have a positive impact on job satisfaction.

Keywords: Psychological Capital, Job Satisfaction, Pearson correlation, Multiple regression.

### **INTRODUCTION**

The success of an organisation is largely due to its workforce. It shouldn't be a surprise, then, that employee satisfaction on a daily basis has a big impact on a company's success or failure. An employee's level of satisfaction at work is a reflection of how well he performs the responsibilities of his position, completes the necessary tasks, and conducts himself at work. An organisation is usually better off with a happy employee because they work harder to deliver the greatest services. Every worker aspires to have a consistent career path and a favourable work-life balance. An employee will make every effort to give back to the organisation if they are happy with their company and their employment. Employee psychology and job satisfaction are related. A contented employee is always inspired to contribute more at work. On the other side, an unhappy employee is slow, prone to errors, and becomes a liability for the company.

Psychological Capital is defined as “an individual's positive psychological state of development” (Fred Luthans, et al., 2007). It is characterised by high levels of HERO (Hope, Self-Efficacy, Resilience, and Optimism). They are seen as state-like because, in contrast to constructs that are more closely associated with traits, they are more changeable and amenable to development. In order to increase employee satisfaction, proponents of this new concept stress the value of investing in and effectively utilising these positive psychological states. As a result, psychological capital becomes a crucial component as firms rely on their workforce to achieve optimal performance. Increased psychological health and levels of happiness in one's life and career are closely related to the idea of psychological capital. It has been discovered that psychological capital has worth in addition to more conventional markers of favourable employee behaviour.

Professional education is regarded as a highly difficult and demanding career that calls for not just a variety of skills, knowledge, and professional experience but also constant attention to, interaction with, and association with technical advancements. An educator has higher physiological and psychological conflict when engaging in occupational activities since they must establish connections with pupils not just physically but emotionally as well. Such demands and difficulties can result in a variety of mental ailments, including stress, weariness, boredom, anxiety, depression, and mental health issues that can affect work performance. There are individual studies beholding at how teachers psychological capital affects different attitudinal outcomes, but no research has been discovered to indicate how teachers psychological capital affects their job satisfaction in professional colleges in South Kerala. In addition to determining how psychological capital affects job happiness, this study seeks to understand the connection between employee psychological capital and job satisfaction.

## **LITERATURE REVIEW**

### **Concept of Psychological Capital (PsyCap)**

Psychological Capital is defined as “an individual's positive psychological state of development” (Fred Luthans, et al., 2007). A person can use their psychological capital as a set of tools to enhance their success and performance at work. The four resources — hope, self-efficacy, resilience, and optimism — are all uplifting motivational states. Hope is the conviction that one can figure out how to get where they want to go and motivate themselves to do so by using agency thinking (Snyder, 2000). Self-efficacy is the belief in one's capacity to control one's own motivation, conduct, and social environment as well as to take the necessary activities to fulfil predetermined performance goals (Bandura, 1977, 1986, 1997). Resilience, which can be defined as "the capacity to rebound or bounce back from adversity, conflict, failure, or even positive events, progress, and increased responsibility," is a psychological quality that enables some people to be knocked down by life's difficulties and recover at least as strong as they were before (Luthans, 2002, p. 702). The expectation of a positive future that can be developed is optimism (Carver & Scheier, 2002).

### **Psychological Capital with Job Satisfaction**

Businesses need to develop methods for retaining and maximising employee performance if they want to succeed in the competitive business environment of today. Job satisfaction is









		Frequency	Percent	Valid Percent	Cumulative Percent
Gender	Male	36	26.5	26.5	26.5
	Female	100	73.5	73.5	100.0
Total		136	100.0	100.0	
Age	Less than 30 years	21	15.4	15.4	15.4
	31-40 years	71	52.2	52.2	67.6
	41-50 years	35	25.7	25.7	93.4
	Above 50 years	9	6.6	6.6	100.0
Total		136	100.0	100.0	

### Measuring Scales

Demographic data, psychological capital and employee job satisfaction questionnaire are the three elements of the questionnaire employed in this study. In all the questionnaires a five-point Likert scale was used, with 1 being strongly disagree and 5 being strongly agree.

To measure psychological capital, a modified and condensed version of Luthans et al., (2007) 24-item's psychological capital questionnaire (PCQ) with four subscales (self-efficacy, optimism, hope, and resilience) was utilized. Specimen for component of psychological capital is "I am confident in my performance that I can work under pressure and challenging circumstances". Job satisfaction has been measured by five items 5-point Likert scale developed by Yin (2015). Sample for it is "My conditions for being a teacher is excellent".

### Statistical Analysis

The statistical analysis tool SPSS 16.0 was utilised to examine the data acquired for this study. The values of all variables were subjected to descriptive statistics to get descriptive information (such as minimum and maximum scores, mean, standard deviation, kurtosis, and skewness). The association between psychological capital (and its components, self-efficacy, hope, optimism, and resilience) and job satisfaction was investigated using Pearson's Correlation analysis. Regression analysis was utilized to estimate the efficacy level of all four dimensions/ variables of Psychological Capital on job satisfaction.

The internal consistency of the instrument was determined using the Cronbach's Alpha method, as indicated in Table 2.

Table 2: Reliability Statistics of Variable

Scale	No. of Items	Cronbach's Alpha
Self - Efficacy	6	.838
Optimism	6	.895
Hope	6	.898
Resilience	6	.805
Job Satisfaction	5	.836

The coefficients of 0.838, 0.895, 0.898, 0.805 and 0.836, respectively, met the general recommended standard of 0.70 for research indicators. Experts in management sciences also

validated the questionnaire. As a result, the researchers were satisfied with the scale's reliability and validity.

The descriptive analysis of all analysed variables is shown in Table 3. The data examined in this study are, without exception, regularly distributed, as seen in the table.

Table 3: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Self Efficacy	136	2.00	5.00	4.0971	.61149
Optimism	136	1.50	5.00	4.0797	.52833
Hope	136	2.83	5.00	4.2349	.53998
Resilience	136	3.00	5.00	4.2279	.48145
Job Satisfaction	136	2.83	5.00	3.9925	.47748

## DATA ANALYSIS AND INTERPRETATION

### Correlation Analysis

Table 4: Correlation matrix showing the relationship between Psychological Capital and Job Satisfaction

	Job Satisfaction
PsyCap	.623**

\*\*Correlation is significant at the level 0.01 level (2-tailed)

Table 5: Correlation matrix showing the relationship between Self-Efficacy, Optimism, Hope, Resilience and Job Satisfaction

Variable	Job Satisfaction	Self-Efficacy	Optimism	Hope	Resilience
Job Satisfaction	1				
Psychological capital	.623**				
Self-Efficacy	.570**	1			
Optimism	.419**	.509**	1		
Hope	.591**	.743**	.531**	1	
Resilience	.491**	.574**	.430**	.617**	1

\*\*Correlation is significant at the level 0.01 level (2-tailed)

Source: Field Survey, 2022

The results from Table 4 & 5 shows that there is a significant positive relationship between Psychological capital and job satisfaction ( $r = .623$ ,  $n = 136$ ,  $p < 0.01$ ) job satisfaction and self-efficacy ( $r = .570$ ,  $n = 136$ ,  $p < 0.01$ ), optimism ( $r = .419$ ,  $n = 136$ ,  $p < 0.01$ ), hope ( $r = .591$ ,  $n = 136$ ,  $p < 0.01$ ) and resilience ( $r = .491$ ,  $n = 136$ ,  $p < 0.01$ ). Hypothesis one (H1, H1a, H1b, H1c and H1d) is accepted according to the results.



### Regression Analysis

Influence of PsyCap components self-efficacy, optimism, hope and resilience on job satisfaction was shown using multiple regression analysis.

Table 6: Model Summary

Model	R	R Square	Adjusted R Square	Std Error of the Estimate
1	.638 <sup>a</sup>	.407	.389	.47807

a. Predictors: (Constant), Resilience, Optimism, Self-Efficacy, Hope

Table 7: ANOVA<sup>b</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	20.538	4	5.135	22.465	.000 <sup>a</sup>
Residual	29.941	131	.229		
Total	50.479	135			

a. Predictors: (Constant), Resilience, Optimism, Self-Efficacy, Hope

b. Dependent Variable: Job Satisfaction

From tables 6 & 7, the results, shows that a coefficient of Multiple correlation ( $R = 0.638$  and a multiple adjusted  $R^2$  of 0.407). This means that 40.7% of job satisfaction is independently accounted for by the four psychological states when considered as a whole psychological capital.

Table 8: Multiple Regression Analysis showing the Relative contribution of Self-Efficacy, Optimism, Hope and Resilience on Job Satisfaction

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.321	.417		.769	.443
	Self - Efficacy	.268	.121	.231	2.210	.029
	Optimism	.101	.092	.089	1.095	.275
	Hope	.357	.139	.281	2.563	.012
	Resilience	.186	.113	.146	1.650	.101

Table 8 shows the independent contribution of the four psychological states to job satisfaction. This result of analysis implies that self-efficacy and hope significantly and independently influence job satisfaction in the study.

### DISCUSSION

The goal of this study is to look at the link between psychological capital and job satisfaction. The effects of PsyCap states on job satisfaction were investigated and it was discovered that only self-efficacy and hope states of PsyCap have an outcome on job satisfaction. The findings revealed that all dimensions of psychological capital had a strong and favourable relationship with job satisfaction.

### CONCLUSIONS AND RECOMMENDATIONS



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