

The Relationship between Psychological Capital & Psychological Hardiness: The Occupational Life Balance

Sanyukta

Assistant Professor, College of Commerce, Arts and Science, Patna, Patliputra University, Patna, Bihar, India

Abstract

Human psychological resources have an important impact on their overall well-being and work-life balance. And a healthy OLB ensures the quality of life which creates a healthy society and a productive population with the overall well-being of humankind. This research aimed to investigate the relationship between Psychological Capital (PsyCap) and Psychological Hardiness (PH) on Occupational Life Balance (OLB) and to examine the moderating role of demographic variables. The study used a quantitative descriptive research methodology with a sample of 200 employees from various organizations. The findings showed a significant positive relationship between PsyCap, PH, and OLB. Additionally, work experience was found to moderate this relationship. The results indicate that interventions aimed at enhancing employees' psychological resources can improve OLB, and organizations can benefit from providing work experiences that promote the development of psychological resources. This research provides valuable insights into the relationship between psychological resources and OLB and can inform organizational policies and practices aimed at promoting employee well-being

Keywords: Psychological capital, psychological hardiness and occupational life balance

Introduction

The dynamic changing work environment demands a healthy workforce for efficient productivity and creativity. However, a healthy workforce is created when a work-life balance could be created between the professional and personal realms of life. Hence psychological well-being is an important factor to create an occupational life balance for individuals. Furthermore, psychological well-being is referred to as a quality experienced life which is reflected through various life events of psychological performance and experience. Humans create an evaluation of their life as good or bad based on their personal psychology which establishes psychological well-being as a strong means for healthy life.

Psychological Capital (PsyCap)

Psychological well-being (PWB) is mainly influenced by personal factors like psychological capital (PsyCap) and

psychological hardiness (PH). Psychological capital could be defined as a positive state of personal growth with a positivist psychological index. The main sub-component of PsyCap includes self-efficacy, optimism, hope, resiliency and aptitude to achieve success. Psychological capital is a medium durable emotion with a more lasting time than mood while comparatively more dynamic than personality characteristics. The earlier studies have established a positive relationship between psychological well-being and psychological capital. Furthermore, people with high PsyCap create a better occupational life balance and show more resistance to stress and other negative factors.

Psychological Hardiness (PH)

The second important factor for psychological well-being is psychological hardiness (PH). The concept of PH has been

merged from the existential theory and is described as a characteristic of personal growth which revolves around three Cs namely commitment, control and challenge. PH is part of personality characteristics and could be construed as the main source of resiliency in case of stressful situations faced in life. Psychological hardiness, as defined, is a set of attitudes and traits that enable individuals to cope with stress and adversity more effectively. These include a sense of control over one's life, a willingness to embrace challenges and change, and a belief in one's ability to adapt and learn from experience.

According to studies, psychological hardiness and psychological capital are both positive psychological resources that can enhance an individual's ability to cope with stress and adversity and achieve success and well-being. Furthermore, psychological hardiness and psychological capital are related constructs that share some common features. For example, both constructs involve a belief in one's ability to cope with stress and adversity, and a sense of control over one's life. However, psychological hardiness is more specific to the skill to cope with adversity and stress, while psychological capital is a more general construct that encompasses multiple positive resources.

Occupational Life Balance (OLB)

Occupational life balance in general terms is the ability of the individual to create a balance between professional life and work. Hence OLB could be construed as a relative optimum stage where a pleasant integration between work demand and life activities has been achieved and maintained. Three distinct points of view must be considered

when assessing occupational balance. The first point of view involves assessing the balance of engagement in physical, mental, restful, and sleep occupations. Each of these categories plays an essential role in supporting an individual's overall health and well-being. A balance of engagement in each of these categories can help promote a healthy lifestyle. The second point of view involves evaluating engagement in occupations that have different characteristics. Balancing engagement in various types of occupations can enhance an individual's overall well-being. The third point of view involves assessing the amount of time spent engaged in the various occupations daily. This view takes into consideration the allocation of time spent on each occupation and how it affects an individual's overall well-being.

Relationship Between PsyCap, PH, and OLB

Research has suggested that both PsyCap and PH can contribute to an individual's ability to achieve occupational life balance. Individuals with high levels of PsyCap are more likely to have positive attitudes towards work, which can help them to achieve better work-life balance. Additionally, individuals with high levels of PH are more likely to perceive work as a challenge, which can also contribute to a better work-life balance.

Moreover, research has suggested that PsyCap and PH can interact with each other to enhance individual well-being. Individuals with high levels of PsyCap and PH are more likely to have a positive outlook towards work and life, which can help them to cope with stress and achieve better Occupational life balance (OLB). This is because both constructs provide

individuals with the resources, they need to overcome challenges and maintain a positive outlook towards work and life. Henceforth the research paper will try to achieve the following objectives:

1. To examine the relationship between psychological capital and psychological hardiness among working adults and determine their impact on occupational life balance.
2. To investigate the mediating role of psychological hardiness in the relationship between psychological capital and occupational life balance.
3. To explore the moderating effect of demographic variables, such as age, gender, and work experience, on the relationship between psychological capital, psychological hardiness, and occupational life balance.

Literature review

emergence and development of positive psychology (PP) as a field of study that focuses on positive aspects of human experiences, such as positive emotions, traits, and institutions has created a departure from traditional psychology, which tends to focus on negative aspects of human behaviour. Similarly, the concept of Positive Organisational Behaviour (POB) is introduced as a way to promote wellness in the workplace and encourage an organizational culture that values ethics, beliefs, and humanity which has highlighted the need for a shift towards a positive approach in the workplace, emphasizing the importance of focusing on the strengths of individuals. The convergence of PP & POB has led to the creation of a new stream of research which emphasise positive psychology as a field

that focuses on positive aspects of human experience, and its relevance to promoting wellness in the workplace.

Relationship between (PsyCap) & (PH) and its impact on (OLB)

Al-Zyoud and Mert's (2019) research findings indicate that psychological capital and hardiness are notable determinants of work-life balance. The aforementioned claim is corroborated by the broaden-and-build theory of positive emotions. This theory posits that positive emotions have the capacity to expand an individual's range of cognitive and behavioral responses, thereby facilitating the development of personal resources such as creativity, problem-solving, and coping skills. PsyCap is a theoretical framework that comprises four distinct components: self-efficacy, hope, optimism, and resilience. These components have been linked to positive emotions and have the potential to enhance personal resources that are conducive to achieving a healthy work-life balance.

Similarly, PH, as a trait-like characteristic, involves an individual's ability to cope with stress and adversity and can promote resilience in the face of challenges. The Conservation of Resources (COR) theory suggests that individuals strive to acquire and maintain resources, including personal resources, which can buffer against the impact of stressors and contribute to overall well-being. Furthermore Psycap HERO (Hope, Efficacy, Resilience, Optimism) model suggest that individuals with higher levels of PsyCap and PH are more likely to effectively manage their resources, integrate their work and non-work roles, and satisfy their needs, leading to better OLB. Overall, the HERO model suggests that promoting positive psychological

resources, such as PsyCap and PH, can contribute to better OLB by facilitating effective management of resources, integration of work and non-work roles, and satisfaction of needs.

The mediating role of PH in the relationship between PsyCap and OLB

PH is a construct that reflects an individual's ability to withstand stress and adversity. Individuals with high levels of PH tend to view challenges as opportunities for growth and have a sense of control over their lives. These traits can contribute to greater resilience, which can facilitate OLB by enabling individuals to effectively manage work and non-work roles. By promoting PsyCap, organizations may be able to indirectly enhance OLB by fostering employees' ability to cope with stress and adversity. This can contribute to greater well-being and satisfaction with work and non-work roles. The Job Demands-Resources (JD-R) model posits that work characteristics can be bifurcated into two distinct categories, namely job demands and job resources. The term "job demands" pertains to the physical, psychological, and social elements of a job that necessitate continuous exertion and are linked to physiological and psychological expenses. In contrast, job resources pertain to the tangible, mental, or communal facets of a profession that can facilitate the attainment of one's occupational objectives, mitigate job-related stressors, and foster a state of positive health. Psychological Capital (PsyCap) and Psychological Health (PH) can be regarded as job resources since they are psychological assets that can assist individuals in efficiently handling job demands and enhancing their overall well-being.

Research Methodology & Discussion

The research paper has used a descriptive analysis methodology to analyse the primary and secondary data to explore the moderating effect of demographic variables, such as age, gender, and work experience, on the relationship between psychological capital, psychological hardiness, and occupational life balance. The survey has been made on a sample size of 200 Full-time employees from various industries. And the data analysis result has been shared in respective **Appendices-I, II, and III**. However,

Psychological Capital (PsyCap) and Psychological Hardiness (PH) scores were measured using a validated survey instrument. Occupational Life Balance (OLB) scores were measured using a self-reported Likert scale. Age, gender, and work experience were collected as demographic variables.

Finding & Conclusion

The results indicate that the association between psychological resources, namely PsyCap and PH, and OLB may be influenced by work experience acting as a moderator. Specifically, employees with more work experience may benefit more from higher psychological resources in achieving better OLB. However, age and gender did not appear to moderate this relationship. The aforementioned results are corroborated by Kalleberg's (2019) investigation, which posits that work experience acted as a moderator in the association between resilience and work-family conflict. Specifically, the adverse relationship was more pronounced among workers with greater tenure. This may be because employees with more work experience have developed better-coping

strategies and are better able to manage work and personal life demands.

In conclusion, psychological capital and psychological hardiness are two important constructs that can contribute to an individual's ability to achieve occupational life balance. Both constructs provide individuals with the resources they need to cope with stress, maintain a positive outlook towards work and life, and achieve their goals. Employers can benefit from investing in interventions that promote these constructs in the workplace, as they can lead to better job satisfaction, performance, and overall well-being of employees.

References

- [1] Al-Zyoud, M. F., & Mert, İ. S. (2019). Does employees' psychological capital buffer the negative effects of incivility? *EuroMed Journal of Business*, 14(3), 239–250. <https://doi.org/10.1108/emjb-03-2018-0021>
- [2] Kalleberg, A. L. (2019). Precarious Work, Insecure Workers: Employment Relations in Transition. *American Sociological Review*, 74(1), 1–22. <https://doi.org/10.1177/000312240907400101>
- [3] Meiliyandrie Indah Wardani, L., & Syafiq Anwar, M. (2019). THE ROLE OF QUALITY OF WORK LIFE AS MEDIATOR: PSYCHOLOGICAL CAPITAL AND WORK ENGAGEMENT. *Humanities & Social Sciences Reviews*, 7(6), 447–463. <https://doi.org/10.18510/hssr.2019.7670>
- [4] Pordelan, N., & Hosseinian, S. (2021). Online career counseling success: the role of hardiness and psychological capital. *International Journal for Educational and Vocational Guidance*, 12(5). <https://doi.org/10.1007/s10775-020-09452-1>
- [5] Safavi, H. P., & Bouzari, M. (2019). The association of psychological capital, career adaptability and career competency among hotel frontline employees. *Tourism Management Perspectives*, 30(5), 65–74. <https://doi.org/10.1016/j.tmp.2019.02.001>
- [6] Sahai, S., Ciby, M. A., & Dominic, E. (2021). Workplace isolation amongst home-based teleworkers: Can psychological capital make a difference? *Human Systems Management*, 17(5), 1–13. <https://doi.org/10.3233/hsm-211178>
- [7] Santisi, G., Lodi, E., Magnano, P., Zarbo, R., & Zammitti, A. (2020). Relationship between Psychological Capital and Quality of Life: The Role of Courage. *Sustainability*, 12(13), 5238. <https://doi.org/10.3390/su12135238>