

THE ROLE OF PSYCHOLOGICAL CAPITALS IN PREDICTING MENTAL HEALTH AND WELL-BEING OF FEMALE EMPLOYEES IN EDUCATION OF DEHDASHT

***Tahereh Azimi**

*Department of Accounting, College of Graduate Studies, Science and Re-search Branch of Kohgiluyeh
and Boyer-ahmad, Islamic Azad University, Yasouj, Iran*

**Author for Correspondence*

ABSTRACT

Mental health and well-being are important issues which are effective in growth of family and society. On the other hand, psychological capitals include positive aspects of human life. So, the aim of conducting this study was to determine the role of psychological capitals in predicting mental health and well-being of female employees. In the study, the population was included all the female teachers of Dehdasht in the academic year 1392-93 that 280 of them were selected as the sample. Psychological Capital Questionnaire of Luthans, Mental Health Questionnaire of Goldberg, and life satisfaction questionnaire of Diener were used to collect information. The research method is correlational that Pearson Correlation coefficient and stepwise regression analysis were used with the help of spss statistical software. The results showed that there is a significant and positive correlation between psychological Capitals and well-being. Also there is a significant and negative correlation between psychological Capitals and Mental Health. On the other hand, the findings show the ability of predicting mental health and well-being through psychological capitals.

Keywords: *Psychological Capitals, Mental Health, Well-being, Female Employees*

INTRODUCTION

Mental health is an important issue which is effective in growth of family and society. World Health Organization (2004) defines Mental Health as a state of well-being in which the individual know his ability and use them effectively and productively, and is useful for his community. In general, mental health is creating mental health by the prevention of mental diseases, controlling the effective factors of its incidence, early diagnosis, prevention of factors resulted from back of mental illness and creating a healthy environment in establishing correct relationships of the human (Milanifar, 1389).

Thus, health is a multidimensional concept that besides not being sick and unable covers the happiness feelings and well-being. Efforts to transition from traditional patterns of health care, although made the need to consider health as a state of well-being (not merely the absence of disease), but not enough. The new models of health care is mainly focus on the negative characteristics, and in them, the measuring instruments of health care are often dealt with physical problems (mobility, pain, fatigue and sleep disorders), Mental problems (depression, anxiety and worry) and social problems (inability to perform social roles, marital problems) (Bayani *et al.*, 1387).

Therefore in some psychologists' attitude, a fundamental shift is ongoing. New focus and direction of this attitude, called the perfection psychology or health psychology which deal with the healthy aspects of human's nature, not unhealthy aspects of it. This new attitude which is also called Positive-oriented psychology, recently in the field of organization and management, has attracted the attention of many researchers and thus, a new movement called Positive-oriented organizational behavior is established. Like positive-oriented psychology, positive-oriented organizational behavior does not claim that has been achieved a new result associated with positivism, but also refers the need to focus more on theory, research and effective application of scenarios, positive traits and behaviors of employees in the workplace (Bakker and Schaufeli, 2008).

Positive-oriented psychology as a new approach in psychology focuses on understanding and explaining happiness and mental sense of well-being as well as precise prediction of effective factors on them. In the

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view of positive psychology, lack of mental symptomatic is not an index for health. But consistency, welfare and self-confidence and positive characteristics like these are indicators of the health. The main goal of individuals in the life is dehiscence of their abilities. So, positive-oriented psychologists emphasis on existence of positive characteristics and growing of individual abilities and consider positive mental aspect of individual (Ryan and Deci, 2001). Thus, this study has investigated the role of psychological capitals in predicting mental health and well-being of female employees.

Speech Issue

Today, mental health is not only lack of mental disease but it is the ability of creating coordination between values, interests, wishes and problems and also the ability of accurate and timely exploitation of opportunities. Mental health is related to tendency towards growing and dehiscence and indicates the ability of adoring and creating and sense of competency. According to World Health Organization, mental health is the ability of solving problems and life conflicts, the ability of establishing an effective relationship with others and the ability of being coordinated or modifying life environments in a way that predispose the individual growing (Lamers, 2012). However, despite the progress made in the field of health and well-being, there is no uniform definition of personal well-being. While some consider personal well-being equivalent to happiness and emotional balance, others know this structure consists of specific dimensions and components such as significance of life, mental strength and happiness. Some others introduce personal well-being as life satisfaction, sense of coherence and continuity in life and emotional balance in life (Karademas, 2006). Karademas (2006) knows well-being as emotional and cognitive reactions to perceived abilities and personal characteristics, efficient and effective interaction with the world in a proper relationship with the community and positive growth and development over time that including life satisfaction, energy, and the positive mood.

In an extensive causality and explanatory process, Luthans (1999) has asserted that the mental well-being primarily affected by personal factors that here he has emphasized on the role of psychological capital (Luthans *et al.*, 2007). Psychological capital is defined as a set of positive attributes and abilities of individuals and organizations that can involve in growth and promotion of person and organization, like a strong supply. Hope, optimism, self-efficacy and resilience (resiliency or flexibility) are the components of psychological capital. Hope is a motivational state and has three components of agency, plans and objectives. Optimism is relatively constant and general internal documents about positive events. Self-efficacy means confidence of having the abilities needed for success and a belief in having power for overcoming the challenging tasks.

And resiliency is defined as positive mental capacity to return, mutation of adversity and positive change in order to progress that prepares the individual to accept responsibility (Alipour *et al.*, 1392). Seligman (2000) believes that psychological capital includes positive aspects of man's life. He believes that human and social capitals are clear, easily visible and can be easily measured and controlled. While, psychological capital is more potential, it is difficult to measure and develop. Therefore, psychological capital is defined as the individuals' perception of themselves, having a goal to achieve success and sustainability against the problems.

According to Luthans *et al.*, (2007) Psychological capital is development of a positive psychological state with the following characteristics: A) required commitment and efforts to succeed in challenging tasks (self-esteem / self-efficacy), b) having positive documents about the successes of current and future (optimism), C) stability in goal setting and if necessary, change the path to the goal to achieve success (hopefully) and d) stability in facing with hardship and difficulties to achieve success (resiliency or flexibility).

Therefore, Burnstein (2003) pointed out that self-efficacy, self-evaluation and timely identification of problematic situations are such measures through which we can estimate the level of personal well-being and individuals' mental health.

Expectations of Self-Efficacy and optimism are associated with health and proper functioning of the individual. Optimism is also associated with well-being and health, and it is specified that totally, optimistic people are healthier and happier (Shabani *et al.*, 1391).

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The results of study of Arabian *et al.*, (1383) showed that there is a significant and positive relationship between self-efficacy and mental health.

Also, the findings of Siu-kaucheng and Stephen (2000) suggest that increasing self-efficacy is associated with improving mental health. Also, Kim (2003) in his study concluded that there is a relationship between self-efficacy and some components of mental health (anxiety, depression and hostility) (Najafi and Fooladchang, 1386).

In a sense, optimism impacts either on mental health and physical health. Several studies have shown that optimism is able to predict mental health in individuals (BaghyaniMoghaddam *et al.*, 1392).

Nevertheless, the components of psychological capital (self-efficacy, optimism, hope and resiliency) have a direct relationship with mental health and well-being of individuals, so the aim of this study was to determine the role of psychological capitals in predicting mental health and well-being of female employees in education of Dehdasht. Thus, the main question now is: Are psychological capitals able to predict mental health and well-being of female employees?

Literature

Researches Carried Out in the Country

Salari and Basiri (1382) conducted a study on young and middle-aged women (20 to 60 years) in Gonabad urban population, in which they have reported the prevalence of psychiatric disorders is 36/6%. The study also revealed that there is a significant association between age with depression and somatic complaints.

HashemiNosratabadi *et al.*, (1390) conducted a study entitled "The role of psychological capital in mental well-being considering to the moderating effects of social capital". This study was conducted with a sample of 400 Tabriz University students and revealed that there is a significant positive correlation between Psychological capital and its components with psychological well-being and social capital on the one hand and between psychological well-being with social capital on the other hand. Based on the data, individuals who have more favorable psychological capital and higher social capital, have better and higher psychological well-being as well.

Alipour *et al.*, (1392) conducted a study entitled "Effectiveness of Psychological Capital Intervention Model (PCI) on experts' health in Iran Khodro Diesel". Psychological Capital Intervention Model which is called the PCI is presented to improve psychological capital by focusing on each of the components of hope, optimism, self-efficacy and resiliency. This study conducted with two groups of 30 patients each (a testing group and a control group) of experts in Iran Khodro Diesel and showed that by using the Intervention Model of Luthans *et al.*, (2007) a significant difference has been made in scores of testing and control groups. Therefore, mental health and subscales of social functioning, anxiety and depression improved but there was no significant difference in somatic symptoms subscale. Consequently, we can say that using of the Luthans intervention model is effective on improvement of mental health and subscales of anxiety, social dysfunction and depression.

Salari *et al.*, (1392) conducted a study entitled "Mental health status of 15 years women and above in urban population in Gorgan and some related factors". This study was done with a sample of 1,088 people of women over 15 years in Gorgan and showed that the prevalence of psychiatric disorders in total was 17.5% that based on a cutting score of 6 for each of the four disorders, anxiety disorders and insomnia with 5.5%, had the highest prevalence and depression with 3.1% had the lowest prevalence. This study showed that the prevalence of psychiatric disorders have a significant relationship with age, marital status and the presence of an addict in family.

BahadoriKhosroshahi *et al.*, (1391) conducted a study entitled, "The relationship between psychological capital and social capital of Tabriz University students". This study was conducted with a sample of 400 students of Tabriz University and showed that psychological capital and its components have a significant positive relationship with social capital.

On the other hand, the results showed that psychological capital and its components can significantly predict changes in psychological well-being. So, people who had more favorable psychological capital also benefit from higher social capital.

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Azadi and Azad (1390) conducted a study entitled "Evaluation of the relationship between social support, resiliency and mental health of martyrs and veterans students of Ilam University". This study was conducted with a sample of 297 martyrs and veterans students of Ilam University and showed that there is a significant correlation between resiliency and mental health. Also, resiliency was able to predicting mental health.

Suri *et al.*, (1392) conducted a study entitled, "The relationship between resiliency and optimism with psychological well-being". The results of this study, which was conducted with a sample of 414 medicine students, showed that resiliency and optimism were able to predict well-being.

Researches Carried out in Abroad

Cole (2007) conducted a study entitled "The relationship between work, well-being and psychological capital". This study was conducted with a sample of jobseekers in Australia and showed that Psychological capital is an effective factor in well-being and adjusts the effect of unemployment on people's well-being.

Significantly employed people have higher psychological capital than unemployed people, people who cannot work or who are in transition and out of employment. The results also showed that people who develop poor psychological capital in youth, it is possible that by doing this, provide the higher risk of unemployment when they enter to the labor market.

Pan and Zhou (2009) conducted a study entitled "Psychological capital, coping style and mental health: a pilot study with university students". This study was conducted with a sample of 566 Chinese university students and showed that students' psychological capitals have significant difference with each other based on semester and the course. Hierarchical regression results showed that psychological capital is positively correlated with mental health. Results also indicated that positive and negative coping styles of students play a minor mediating role between psychological capital and mental health.

Carr (2004) in his study showed that high levels of resiliency help individual to use the emotions and positive excitations to distance unfavorable experiences and return to optimal. In fact, it seems that hope and resiliency as one of the variables of positive-oriented psychology, have a high correlation with psychological well-being.

George (2010) in a study entitled "subjective well-being at the end of life" showed that life satisfaction can increase happiness and hope in last years of life. So, there is a significant positive correlation between hope and life satisfaction.

Research Hypotheses

1. There is a relationship between psychological capital and well-being.
2. There is a relationship between psychological capital and mental health.
3. Psychological Capitals predict well-being.
4. Psychological Capitals predict mental health.

Research Method

This research is descriptive and correlational. The aim of the correlational research is to understand the complex behavioral patterns by studying the correlation between these patterns and variables that assumes they are related. This method is particularly useful in situations which aim to explore the relationship between variables that any research has been done about them.

The Population

The population of this study included all female teachers of Dehdasht in the academic year 1392-93. According to official statistics of Education of Kohgiluyeh and Boyer-ahmad, the number of female teachers in Dehdasht is 742 people.

Data Analysis

In this part, we precede the results of the data analysis in response to the research hypotheses.

First hypothesis: There is a relationship between psychological capital and well-being.

To respond this hypothesis, the Pearson correlation coefficient was used that the results presented in Table below.

The correlation coefficients between psychological capital and well-being

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Well-being	Variable
0/54**	psychological capital
0/59**	Resiliency
0/55**	Self-efficacy
0/46**	Hope
0/42**	Optimism

As it can be seen in the table, there is a significant positive relationship between psychological capital and well-being.

Second Hypothesis: There is a relationship between psychological capital and mental health.

The correlation coefficients between psychological capital and mental health

Depression	Insufficient productivity of social interaction	Anxiety	Physical Symptoms	mental health	Variable
-0/15*	-0/42**	-0/13*	-0/22**	-0/20**	psychological capital
-0/16*	-0/43**	-0/12*	-0/17**	-0/15*	Resiliency
-0/12*	-0/52**	-0/15*	-0/09	-0/14*	Self-efficacy
-0/14*	-0/31**	-0/07	-0/23**	-0/20**	Hope
-0/14*	-0/28**	-0/15*	-0/33**	-0/29**	Optimism

As it can be seen in the table, there is a significant relationship between psychological capital and mental health. Since mental health questionnaire of 28 questions used in this study and high scores in this questionnaire indicating more symptoms of disease, a negative correlation is obtained between psychological capital and mental health.

Third Hypothesis: Psychological Capitals predict well-being.

Stepwise regression was used to test this hypothesis, the results of which are presented in Table below.

Results of regression analyzes of well-being from psychological capital

R^2	R	β	B	Predictor variable	Step
0/34	0/58	0/586	0/631	Resiliency	1
0/35	0/59	0/417	0/450	Resiliency	2
		0/196	0/211	Self-efficacy	
0/37	0/61	0/534	0/576	Resiliency	3
		0/315	0/339	Self-efficacy	
		0/269	0/336	Optimism	

As it can be seen from this table, in the first step resiliency is entered to the predict equation. So this variable explains 0/34% of the variance of well-being. In second step self-efficacy is entered to the regression equation that with the addition of this variable, the multivariate correlation coefficient is equal to $R^2=0/35$. With the addition of optimism these three variables together explain 37% of the variance of well-being.

Fourth Hypothesis: Psychological Capitals predict mental health.

Stepwise regression was used to test this hypothesis, the results of which are presented in Table below.

Results of regression analysis of mental health from psychological capital

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R^2	R	β	B	Predictor variable	Step
0/083	0/28	-0/287	-1/10	Optimism	1
0/11	0/33	-0/517 -0/282	-1/98 -0/931	Optimism Self-efficacy	2

As it can be seen from the table, in first step optimism is entered to the predict equation. In the second step self-efficacy is entered to regression equation that together explained 11% of the variance of health.

Discussion and Conclusion

The health and well-being depends on what factors are considered in human studies. This important issue was considered in this study according to the positive-oriented psychology movement in recent years and emphasis on the increasing of subjective well-being and life satisfaction based on positive psychology constructs. A sample of 300 female employees of Dehdasht was chosen and questionnaires were administered on them. Finally, data were analyzed and the findings presented in chapter four. Here we discuss and conclude about the hypotheses.

First Hypothesis: There is a relationship between psychological capital and well-being.

The results suggest that psychological capital and well-being. Also, there is a significant positive relationship between the types of psychological capital i.e. resiliency, self-efficacy, hope and optimism with well-being. In other words, the higher the score of individual in Psychological Capital Questionnaire, his score in well-being questionnaire will also be higher and vice versa.

Second Hypothesis: There is a relationship between psychological capital and mental health.

The results suggest that there is a significant positive relationship between psychological capital and mental health. Also there is a negative relationship between psychological capital of the somatic symptoms, insufficient productivity of social interaction and depression.

Third Hypothesis: Psychological Capitals predict well-being.

In interpreting these findings, we can say that by promoting resiliency, individuals resist against stressors and also factors that cause a lot of psychological troubles and overcome them, and mental health of individuals who affected by stress and depression is compromised, so resiliency guarantee mental well-being of Individuals by adjusting and decreasing these factors (Connor, 2006). Individuals with high self-efficacy and self-confidence in their ability consider difficult tasks as challenges that should be possessed and they are able to restrain potential threats and manage the events and opportunities and consequently enjoy the psychological well-being.

Optimism also is one of the emotional factors that affect in psychological well-being. Because it strengthens the immunity and protective system of the body and optimistic people ascribe the life positive events to their own abilities and efforts and have a high control over events in life. On the other hand, they ascribe the negative events to external factors and these factors caused the optimism considered as one of the predictors of psychological well-being. Finally it can be said that to hope to himself is equal to trust to himself. In the hope, individual applies his creative forces to improve the quality of his life. Hope is the mental part and confidence is the behavioral part, and must begin with the idea that everything is dispensable. Regardless of any situation, we can still decide to think hopefully and this will help someone to choose trusty behaviors and has a feeling of well-being and life satisfaction (Snyder, 2000). Thus, resiliency, self-efficacy and optimism can predict psychological well-being (HashemiNosratabadi *et al.*, 1390).

Fourth Hypothesis: Psychological Capitals predict mental health.

The results showed that optimism and self-efficacy play an important role in predicting mental health. These results are consistent with the results of previous studies.

Limitations

1. The present study was conducted among female employees in education of Dehdasht, it should be cautious to generalize the findings to other people

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2. Lack of resources for the research issue and lack of new researches in the country by considering the topic is new and consequently lack of the possibility of precise comparing of the research's results with other studies particularly in the country and comparing with exterior studies are the limitations of the present research.

Proposals

1. By holding workshops to improve students' social skills and growing factors affecting their resiliency, optimism, hope and self-efficacy, increase mental well-being of the group that play an important role in growth and dynamism of community.
2. It is offered that Counseling Centers provide appropriate educational programs to empowering, increasing life skills and coordination of individuals, so that whilst increasing the well-being level, their effective collation power against mental stresses and pressures would be improved.
3. Since the concept of psychological capital has recently been proposed in scientific literature, it is recommended that further researches would be done in terms of correlation and intervention about the effectiveness of psychological capital model on well-being and mental health.

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