

Psychological Capital among Youth

Chitra Nimbalkar*

*Department of Psychology, RTM Nagpur University, Nagpur.

Received February 15, 2020; Revised March 24, 2020; Accepted March 26, 2020

ABSTRACT

The power of positive thinking is the base of psychological capital. It is open to development and change with confidence in achieving goal and bouncing back in adversity to attain success. It is an important means for individual to improve performance in every walk of life. To examine PsyCap among youth of college, a sample of 100 college youths (50 boys and 50 girls) were taken from Wardha city in Maharashtra in India. Psychological Capital Scale was used for tapping scores of the subjects. After statistical analysis of the data in results it is found that there is no significant difference among boys and girls in Psychological Capital and significant positive correlation found between Hope, Self-Efficacy, Resilience and Optimism of PsyCap.

Keywords: Psychological Capital, Youth

Abbreviations: PsyCap: Psychological Capital

INTRODUCTION

Today's era is an era of competition and youth of the society have to face this competition for achieving success. To face every situation boldly and dashing one must be strong physically and mentally. One must be strong with Psychological Capital to handle tough situations just like to run any business one must have financial capital and other resources and technologies to flourish and spread the business. Our young generation must have positive attitude towards life and courage to face any problems with positivity which is related to positive psychology. Positive psychology cares with concentrating on people's strengths instead of on their weaknesses. Researchers [1,2] say that Psychological capital contains measurable, developable and effectively controllable applications related to the potential and psychological capacity of human resources which result in better performances. Luthans suggested that organizations need to focus on psychological rather than educational development. According to him human resources can serve as competitive advantage as they are unusual so impossible to copy by other competitors. Psychological Capital is outlined as "an individual's positive mental state of development" [3] which is characterized by having high levels of HERO; the four elements of Psychological Capital is Hope, Self-Efficacy, Resilience, and Optimism.

1) Hope- Hope is strongly based on the belief that individual wants to achieve goals. One must be hopeful

and confident about his task completion. Hope can be defined as energy focused on the personal goals and a way which direct people to achieve the target. Several researchers point out that hope is positively related to life satisfaction and motivation to cope with stressful events. Hope supports the desires of positive outcomes and provides the sensation of being good to form the dreams come true in human life. Hope contains three components that are goal, will power and pathways. It is this duality of willpower and way power that sets it apart from other positivity construct such as optimism and efficacy [4]. Hope has been shown to relate conceptually and empirically to performance in various domains, including the workplace [5].

2) Self-efficacy: Self efficacy is self-confidence to accomplish something effectively. Those who have strong efficacy they achieve any success in their life. Studies [6] outlined self-efficacy as "people's beliefs concerning their capabilities to provide effects".

Corresponding author: Chitra Nimbalkar, Research Student, RTM, Nagpur University, 58, Laxminagar, Wardha-442001, Maharashtra, India; E-mail: cknimbalkar@gmail.com

Citation: Nimbalkar C. (2022) Psychological Capital among Youth. J Psychiatry Psychol Res, 5(2): 299-303.

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There are two key elements of self-efficacy: 1) Outcome expectancy 2) Efficacy expectancy. Bandura [7] found that our self-efficacy is affected by our thoughts, our motivation, affective behavior, selection. Self-efficacy has been defined as “an individual’s conviction of confidence about his or her abilities to mobilize the motivation, cognitive resources and courses of action needed to successfully execute a specific task within a given context” [8].

3) Resilience: Resilience is ability to be happy, successful again after something difficult or bad has happened. It is a capacity to bounce back from adversity and grow stronger from overcoming negative events. [9,10]. In our life what makes us successful and striving is not how often we get rejected but how we bounce back and get through it. According to Masten and Reed [11] resilience is a positive reaction or adaptation process in situations of adversity. Resilience contains four components which support a positive psychological character: a) It has capacity to make realistic plans and take proper steps to carry them out. b) Confidence and positive view of oneself in their strengths and abilities. c) It has ability of problem solving and proper communication skills. d) It has capacity to manage strong feelings and impulses. All these factors one can develop in themselves [12].

4) Optimism- Optimism has a very specific meaning in positive psychology. It is commonly used in everyday language. It is apposite attribution about succeeding in any task now and in the future. Optimist believes that good things will happen to them in future but for that they have work hard. It can be defined as a psychological intension and expectation to hope the best possible and positive outcome which can be positively influence people’s mental and physical health. Seligman [13] defines optimists as those that build internal, stable, and international attribution relating to positive events (e.g., task accomplishment) and people attribute external, unstable, and specific reasons for negative events (e.g., a missed deadline). Optimism is a particular aspect of PsyCap which is associated with a positive outcome or attribution of events, which includes positive emotions and motivation and has warning of being realistic [14].

REVIEW OF LITERATURE

Luthans has highlighted hope, Self-efficacy, Resiliency and optimism as positive psychology variables. While studying these components with in workplace Luthans found that these four variables interacted to form a higher order of construct that increases performance. Many researchers used this scale in different areas like in organization, IT sectors, Psychological well beings, Mental Health, Stress etc. [15] in their research determine the relationship between psychological capital and stress, anxiety, burnout, job satisfaction and job involvement. Result

of the study was as teachers’ psychological capital increase their stress level decrease.

Mubeen and Fatima [16] in their study, ‘Psychological capital- A Buffer to stress at college and corporate’. They take sample of 100 employees from St. Ann’s college. They found that those who have high PsyCap they have less stress. In another study, Zhong and Ren [17] tested the relationship between undergraduate’s academic stress and their perceived psychological distress and moderating effects of psychological capital. The result indicated that undergraduates’ academic stress was positively related to their perceived psychological distress. Psychological capital was negatively associated with their psychological distress. Joshi [18] in her study revealed that the students from Commerce and Science faculty did not significantly differ on PsyCap. But commerce student show significantly high psyCap as compared to arts students.

Objectives

- To study Hope, Self-efficacy, Resilience and Optimism of youths of college.
- To examine relationship between Hope and Self-efficacy, Resilience and Optimism.

Problems

1. Are girls better than boys in self-efficacy?
2. Do girls differ in hope with compare to boys?
3. Are girls optimistic than boys?
4. Is there any significant difference in resilience between boys and girls?
5. Does any relationship indicate between dimensions of PsyCap?

Hypotheses

1. Self-efficacy of girls will be higher than boys.
2. Boys would show greater hope than Girls.
3. Girls will be more optimistic than boys.
4. There will be no significant difference of resilience between boys and girls.
5. There will be positive correlation between Self-efficacy and Hope.
6. Positive correlation may occur between Self-efficacy and Resilience.
7. Self-efficacy and Optimism may show positive correlation.

METHODOLOGY

Tools

Self-prepared scale on Psychological Capital was used with dimensions namely Hope, Self-efficacy, Resilience and Optimism in five-point scale. It contains 40 items and subjects have to answer in fully agree, agree, indifferent, disagree and fully disagree manner. Age range is 18 plus.

Sample

The sample of 100 college students (50 girls and 50 boys) up to 18 to 25 years old were selected by incidental random basis from different colleges of RTM Nagpur University in Wardha city, Maharashtra, India.

Research design

To examine the difference between the means of boys and girls the method of two group design was used. To examine relationship between the variables Product Moment correlation will be applied.

Procedure

The students were selected with age ranging from 18 to 25 years from colleges of Wardha city. They were made aware

about the importance and application of this research study and rapport was established. First of all, instructions about the test were given carefully prior to start the test administration. It was confirmed that they have understood the instructions of test properly. Psychological Capital Scale was administered on students. After data collection and scoring, raw scores were put to the statistical treatment.

STATISTICAL ANALYSIS

Mean and standard deviation of the raw scores and ‘t’ value was calculated. The statistical analysis of all the scores is given in **Tables 1-5**

Table 1. Showing Mean: SD and t value of sample on self-efficacy.

Self-efficacy	Sample	N	M	SD	t Value	P value
	Boys	50	36.68	5.86	1.94	P>0.05
	Girls	50	38.68	4.47		

While testing self-efficacy of girls and boys, mean of girls 38.68 is greater than the mean of boys 36.68 and ‘t’ value 1.94.

Table 2. Showing Mean: SD and t value of sample on Hope.

Hope	Sample	N	M	SD	t Value	P value
	Boys	50	37.44	5.79	1.04	P>0.05
	Girls	50	36.28	5.31		

In verification of Hope among boys and girls, mean of girls is 36.28 is less than the mean of boys 37.44 and ‘t’ value is 1.04.

Table 3. Showing Mean: SD and t value of sample on optimism.

Optimism	Sample	N	M	SD	t Value	P value
	Boys	50	36.84	7.18	1.50	P>0.05
	Girls	50	38.84	6.11		

In verification of Optimism among boys and girls, mean of boys is 36.84 is less than the mean of girls 38.84 and ‘t’ value is 1.50.

Table 4. Showing Mean: SD and t value of sample on Resilience.

Resilience	Sample	N	M	SD	t Value	P value
	Boys	50	35.24	5.78	0.47	P>0.05
	Girls	50	35.80	5.99		

In verification of Resilience among boys and girls, mean of boys is 35.24 is less than the mean of Girls 35.80 and 't' value is 0.47.

Table 5. Correlation between the components of Psycap.

	Self-efficacy	Hope	Optimism	Resilience
Self-efficacy	X	0.47**	0.45**	0.44**
Hope		X	0.57**	0.36**
Optimism			X	0.45**
Resilience				X

**Significant at 0.01 level of significance for 98 df

In examination of correlation between Self-efficacy and Hope, Self-efficacy and Optimism, Self-efficacy and Resilience, Hope and Optimism, Hope and Resilience, Optimism and Resilience are mentioned in **Table 5**.

DISCUSSION

This research is conducted to study youths of Indian culture. In Indian family's different types of treatment is given to the boys and girls. Boys have given more importance and independence with comparing to girls. On the other hand, girls are treated in compact environment with lot of bindings and discipline. Hence question arises how four different corner stones of PsyCap affects among boys and girls. To make human life more successful Self-efficacy, optimism, hope and resiliency are necessary to attain success. Keeping this view in mind, the hypothesis one was framed as 'Self-efficacy of girls will be higher than boys. In its verification mean of girls is 38.68 is greater than the boys mean is 36.68 it indicates that girls have more self-efficacy than boy's 't' value is 1.94 which is not significant at any level of significance.

In verification of hypothesis two, 'Boys would show greater hope than Girls', in results it reveals that mean of the boys 37.44 is greater than mean of the girls 36.28 and 't' value 1.04 is not significant at any level.

Hypothesis three was formulated that 'Girls will be more optimistic than boys' found not significant. In statistical analysis mean of girls is 38.84 is greater than mean of boys 36.84 it shows that girls are more optimistic than boys. But 't' value 1.50 is not significant. It indicates that there is no significant difference in boys and girls.

To verify hypothesis four 'There will be no significant difference of resilience between boys' and girls. In its verification mean of girls is 35.80 for resilience is more than mean of boys that is 35.24. The difference between two means is very less and 't' value is .47 is not significant at any level. It indicates that boys and girls do not differ in resilience.

Hypothesis five to seven were formulated to study relationship between components and after statistical analysis

observed correlations are mention in **Table 5**. As per hypothesis five correlation between Self-efficacy and Hope is 0.47, hypothesis six relationships between Self-efficacy and Resilience found 0.44, and hypothesis seven to study relationship between Self-efficacy and Optimism it is found correlation 0.45 and all are significant at 0.01 levels. Along with this relationship between Hope and Resilience, Hope and Optimism and Resilience and Optimism were studied and in results found significant relationship.

From these results we can conclude that there is no significant difference among boys and girls in psychological capital and all dimension of psychological capital are inter correlated and showing positive significant relationship.

CONCLUSION

1. Hypothesis one, 'Self-efficacy of girls will be higher than boys' found not significant.
2. Hypothesis two, 'Boys would show greater hope than Girls' found not significant.
3. Hypothesis three, 'Girls will be more optimistic than boys' found not significant.
4. Hypothesis four, 'There will be no significant difference of resilience between boys' and girls' found not significant.
5. Hypothesis five, 'There will be positive correlation between Self-efficacy and Hope' revealed significant relationship.
6. Hypothesis six, 'Positive correlation may occur between Self-efficacy and Resilience' found significant.
7. Hypothesis seven, 'Self-efficacy and Optimism may show positive correlation' found significant.
8. Significant positive relationship found between Hope and Resilience, Hope and Optimism and Resilience and Optimism.

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