# Psychological Capital as a Predictor of Well-Being among Police Personnel

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## ABSTRACT

Well-being is a multifaceted construct which includes all the ways in which people experience and evaluate their lives positively. There are certain needs and qualities that are essential for one's psychological growth and development. The fulfillment of these needs enables a person to reach their full potential. The highly positive beliefs about one's future, oneself and one's ability to control outcomes might be important hallmarks of mental health. The psychological capital is an individual's positive psychological state of development that characterized by having confidence to take on and put necessary efforts to deal with challenging tasks, making a positive attribution, persevering towards goal and bouncing back in adverse conditions to attain success. It can be thought of as a mental tool that helps individuals deal through demanding and difficult circumstances. Psychological capital as a whole has been found to have a profound impact on well-being. The present study is designed to examinethe relationship between psychological capital and well-being, and contribution of psychological capital in well-being among police personnel. A sample of 200 police personnel was assessed on thepsychological capital questionnaire(Luthans et al.,2007) and general wellbeing scale (Chauhan, 2015). Results revealed that the measures of psychological capitalhave significantly positive correlation with the measures of general well-being.Multiple regression analysis indicated that psychological capital contributes substantially($R^2$=.233) in well-beingamong police personnel.


***Keywords:*** *Well-being, psychological capital, police personnel.*


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## INTRODUCTION

The scientific study of wellbeing had been questioned on the grounds that it referred to phenomena that were momentary and fleeting. The judgment model of wellbeing assumes that people do not actually have enduring representations of how happy and satisfied they are with life (Schwarz & Strack, 1999). It is now recognized that wellbeing consists of both state-like variations and trait like stability (Eid & Diener, 2004). The trait measures of wellbeing tend to be influenced by personality traits, cultural values, memory biases and general beliefs about the self (Robinson & Clore, 2002). The state measures of wellbeing may reflect unstable factors temperature, or nuances of a recent activity. Thus, trait and state wellbeing influenced by different factors and are associated with different outcomes. Since world war-II psychology has focused on fixing illness and dysfunctional behaviour rather than on our understanding and facilitating normal functioning as well as growth and development. Even in organizational sector employees are under pressure to perform better as workplace become more unpredictable, complicated, and competitive (Sutcliffe & Vogus, 2003; Avolio & Luthans, 2006). Common man's life moves along with crime, traffic and other unsuspected factors. The life becomes smooth and less stressful if these are under control. The law-and-order enforcement organizations especially the police personnel play a significant role to manage these stressors or unexpected situations. Therefore, police personnel well-being is important for enhancing their work efficiency. Policing is a difficult and stressful job, and police officers are more likely to acquire mental health issues. Organizations recognize that they require the best people resources, which are supported and nourished appropriately, to function effectively in such circumstances. There is indeed a lack of understanding and awareness regarding how to achieve and enhance the wellness of police personnel. We contend that it is crucial to consider how to improve police personnel's mental health by giving them fulfilling jobs.

A person is in a mentally healthy state when they are able to reach their full potential, deal with day-to-day challenges, work effectively and efficiently, and make major contributions to society. The social scientists are

much concerned about the well-being of human mind. The positive aspects of well-being are more likely to promote high work performance than the absence of unpleasant symptoms. Well-being is acknowledged as just a crucial component of general wellbeing and therefore is description by WHO, “a state of well-being in which the individual realized his/her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his/her community”.While doing so, we took into account satisfaction as a whole condition of health (Ariza et al., 2019). This inter-measure takes into account a number of parameters associated with psychological health, best suited for a variety of themes (Topp et al., 2015). WHO defines health as "a condition of complete physical, mental, and social well-being and not only the absence of particular disease of disability". Emmons &Kings (1988) assert that there is a conceptual connection between health and happiness. Overall well-being, cognitive well-being, and subjective well-being are the three design words that are associated with well-being.

A level of overall well-being can be obtained in terms of a healthier body, which is perhaps one of the most significant components of human existence. The term "general well-being" refers to the mental and physical aspects of a character's character operating in harmony to the pleasure of both the society and the individual (Dubey et al., 1988). A person's overall well-being may be positively correlated with their quality of life, degree of work satisfaction, sense of accomplishment, and other comparable characteristics, but it may also be negatively correlated with their negative affectivity and psychopathy. Health is the primary focus of general well-being since it encompasses all facets of a person's overall state. General well-being in present study has been determined on the basis of 12 factors i.e.,physical well-being, psychologicalwell-being, social well-being, happiness, spiritual well-being, culture and religious well-being, active lifestyle, happiness, economic independence, self-awareness, family relationships, and environmental adjustment. The wellbeing fluctuates within a person and this variability in wellbeing does not reflect arbitrary fluctuations rather it is systematically linked to the events and experiences that person encounter in his work and non-work lives. Job stressors, interpersonal factors as well as the factors at work-home interface may be the potential causes of fluctuations in wellbeing. Hoppman and Klumb (2012) reported that positive wellbeing suffers on days when person experience a high level of job stressors. Luthans et al. (2015) observed that components of psychological capital have positive effects on outcomes in regard to individual’s health and job.

Persons can use the psychological capital as a psychological tool to help themselves to handle demanding and difficult circumstances. The traits of optimism, hope, self-efficacy, and resilience all encourage joyful emotions and successful work. For example,optimism is concerned with the ideal psychological expectations for achieving the best and most positive results that can positively affect a person's mental and physical health (Rottinghaus, et al, 2012; Seligman, 2011). Some other studies also have shown positive effects of psychological capital on employees' health and psychological well-being (Avey et al., 2010; Culbertson et al., 2010).

Diener et al. (2018) found that people with a low sense of well-being evaluate their events and life situation as unfavorable and negative emotions. Thus, psychological capital can act as amotivational stimulus employeeand increasing their level of performance would increase satisfaction with daily life which lead to positive wellbeing (Smith, & Palmer, 2010; Avey et al., 2010) reported that psychological capital is a key determinant of well-being. Similarly different studies have shown a beneficial relationship between psychological capital, and health and happiness (Avey et al., 2011; Tripathi, 2011; Youssef et al., 2013; Li et al., 2014). Mansouri, et al. (2022) found that psychological capital served as a mediator between the organizational variables and psychological well-being. The findings of some earlier studies showed that persons who are happy and upbeat had better health and wellbeing and behavior (Diener et al., 2005). According to Lyubomirsky (2008), those who are content and optimistic are stronger under pressure, possess more robust immune function, and are physically healthier. Kun and Gadanecz (2022) examined the relationship between psychological resources through the psychological capital, workplace well-being and perceived workplace happiness among teachers. They found that workplace well-being and happiness correlated with inner psychological resources i.e.,hope and optimism in particular. Kim et al. (2020) examined the role of psychological capital and authentic leadership in the mental well-being of athletes.The police personnel deal with day-to-day unexpected challenges during their working and they need to manage and develop positive wellbeing. Therefore, present study is an attempt in this direction with following objectives by taking a sample of police personnel.

## OBJECTIVES

1. To investigate the relationship between the measures of psychological capital and wellbeing among police personnel.
2. To ascertain the contribution of psychological capital in wellbeing among police personnel.

## HYPOTHESES

1. There exist positive relationship between the measures of psychological capital and well-being among police officers.

2. Psychological capital will contribute substantially in wellbeing among police personnel.

## METHOD

### Sample

The sample consisted of 200 participants taken from Kurukshetra, Jind and Hisar districts of Haryana.They were drawn by using purposive sampling. Both male and female participants working in police organization withminimum work experience of 2 years have been included in the study.Only those participants have been included in the study who had given their consent to participate. The age range of the participants was 22years to 45 years. The participants were free from any ailment as reported by them.

### Measurement Tools

**Psychological Capital Questionnaire (Luthans et al; 2007):** This questionnaire consisted of 24 items which measure four positive mental states i.e., self-efficacy, hope, resilience and optimism. All sub- dimensions are on 6-point Likert scale of agreement, with responses of 1, 2, 3, 4, 5, and 6 denoting strongly disagree, disagree, agree, somewhat disagree, somewhat agree, agree and strongly agree, respectively.The item numbers 13, 20, and 23 are negative and scored in reverse order. After carefully reading each statement, respondents were asked to select the one of the six available alternatives that best suited them. Reliability coefficient for various measures of the questionnaire varies from .88 to .89 with overall questionnaire reliability coefficient of .92 (Cronbach alpha). In order to assess validity, each of the four positive constructs has been shown to have empirically based discriminant validity in earlier studies conducted by Bryant & Cvengros(2004), and Youssef and Luthans (2007).

**General Well Being Scale (Chauhan, 2015):** The scale consisted of 50 items that span 12 aspects of well-being of person's lifei.e.,physical wellness, psychological wellbeing, social well-being, happiness, spiritual wellbeing, cultural and religious wellbeing, active lifestyle, positivity, economic independence, self-awareness, family relations, and environmental adjustment. Out of 50 items, 14 items are negative and 36 items are positive. Each item is to be rated on five-point scale. The scale response varies from strongly agree to strongly disagree that represents a score of five to one for positive items and vice versa for negative items. As far as psychometric properties of the scale are concerned, the Cronbach's alpha (r = .78) and the test-retest reliability (r= .72) have been estimated for reliability. The validity of the scale has been estimated against PGI general wellbeing scale which was found to be 0.83.

### Administration of the tests

In order to collect the data,the participants were approached personally at their work place for permission to participate in the study. First of all, good rapport was established and they were also given detailed information about the importance of the study. They were assured that their participation as well as their data will be kept strictly confidential. The test booklet was administered in individual as well as group setting as per instructions prescribed the concerned author in their respective manual. The test booklet was collected back after completingby theparticipants for scoring and data analysis.

### Results and Discussion

To meet the objectives of the study data were analyzed for Pearson's product moment correlation and multiple regression analysis. The obtained correlation coefficients have been reported in Table-1. Itreveals that correlation coefficients between different components of psychological capital and well-being are ranging from .05 to .49. The correlation coefficient value shows the direction and magnitude between the measures. The measures of psychological capital found to be positively correlated with wellbeing measures. Hope, a measure of psychological capital, found to be correlated significantly positive with happiness (r=.13, p<.01), active life-style (r=.15,p<.05), positivity (r=.14, p<.05), family relationships (r=.14, p<.05), and environmental adjustment (r=.13, P<.05). The positive relationship between measures suggests that the individual high on hope tend to be high on happiness, positivity, family relationships and environmental adjustment. The results reveal that the individuals high on hope are more likely to be happy, good relationship among family members and having good adjustment in their social environment in their life which lead to positive wellbeing.

Efficacy, an another measure of psychological capital found to be correlated significantly with physical well-being (r = 0.36, p <.01), psychological well-being (r -=.34, p<.01), social well-being (r =.45, p<.01), happiness (r=.41, p<.01), spirituality (r=.15, p<.05), cultural and religious well-being (r=.20, p<.01), active life-style (r=.26, p<.01), economic independence (r=.18, p<.01), self-awareness (r=.15, p<.05), family relationships (r=.29, p<.01), environmental adjustment (r=.29, p<.01), and overall general well-being (r=.44, p<.01). The positive and significant correlation between the measures suggests that people who have good physical, psychological and social wellbeing are tending to be high on self-confidence. Similarly, people having self-awareness, good family relationships, economic independence and environmental adjustment are able to overcome hardships in their life than others. They tend to have more active lifestyles.

Resilience, a component of psychological capital, found to be correlated significantly with physical well-being (r=.37, p<.01), psychological well-being (r=.41, p<.01), social well-being (r=.36, p<.01), happiness (r=.31, p<.01), spirituality (r=.13, p<.05), cultural and religious well-being (r=.19, p<.01), active life-style (r=.16, p<.05), economic independence (r=.18, p<.01), family relationships (r=.20, p<.01), environmental adjustment (r=.18, p<.01), and overall well-being (r=.39, p<.01).The relationship between the measures revealed that those people high on resilient behavior in challenging situations they tend to be more positive wellbeing, happiness, active life style, economic independence and good adjustment in all walks of life. Theparticipants high on optimistic and resilient behaviorare more able to adapt in their surrounding environment.

Optimism, another component of psychological capital found to be significantly positive correlated with physical well-being(r=.35, p<.01), psychological well-being(r=.41, p<.01), social well-being (r=.34, p<.01), happiness (r=.27, p<.01), cultural and religious well-being (r=.14, p<.05), active life-style (r=.17, p<.05), economic independence (r=.18, p<.01), environmental adjustment (r=.18, p<.01), and overall well-being (r=.37, p<.01). It indicates that persons who show optimistic behavior, they tend to be more psychologically healthy and more sociable. Optimistic people tackle difficult situation with competence they tend to be higher physical well-being.

**Table – 1,**

**Correlations between Psychological Capital and Well-Being**

| Var | Pw | Psy | Soc | Hap | Spr | Cr | Als | Pos | Ei | Sa | Fr | Ea | GW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Hop | .06 | .12 | .09 | .19 | .06 | .11 | .15 | .14 | .11 | .05 | .14 | .13 | .13 |
| Eff | .36 | .34 | .45 | .41 | .15 | .20 | .26 | .07 | .18 | .15 | .29 | .33 | .44 |
| Res | .37 | .41 | .36 | .31 | .13 | .19 | .16 | .08 | .19 | .12 | .31 | .28 | .39 |
| Opt | .35 | .41 | .34 | .27 | .07 | .14 | .17 | .11 | .18 | .07 | .20 | .18 | .37 |
| PC | .39 | .41 | .46 | .41 | .16 | .21 | .26 | .11 | .23 | .15 | .30 | .35 | .49 |

Correlation coefficient .13 & .18 significant at .05 and .01, respectively

*Note*. Var- Variables; Pw- Physical wellbeing; Psy- Psychological wellbeing; Soc- Sociability; Hp- Happiness; Spr- Spirituality; Cr- Cultural & Religious; Als- Active life-style; Pos- Positivity; Ei- Economic independence; Sa- Self-awareness; Fr- Family relations; Ea- Environmental adjustment; Gw- General wellbeing; Ho- Hop; Eff- Efficacy; Res- Resilience; opt- Optimism; pc- Psychological capital

The composite score of psychological capital found to be correlated significantly positive with the measures of wellbeing i.e. physical well-being (r=.39, p<.01), psychological well-being (r=.41, p<.01), social well-being (r=.34, p<.01),happiness (r=.41, p<.01), spirituality (r=.16, p<.05), cultural and religious well-being (r=.21, p<.01), active life-style (r=.26, p<.01), economic independence (r=.23, p<.01), self-awareness (r=.15, p<.05), family relationships (r=.30, p<.01), environmental adjustment (r=.35, p<.01), and overall well-being (r=.49, p<.01). It emphasizes that efficacious and resilient people are more likely to be highly valued by their religious and cultural communities. Results can be interpreted as individuals high on self-efficacy are more prone to be high on happiness and sociable and psychologically healthy. They are more adaptable to their surrounding environment.People with high levels of psychological capital have a propensity for viewing situations and occurrences favorably, adaptable, and opportunistically, all of which contribute to their wellbeing.

**Table – 2,**

**Summary of multiple regression analysis by Enter Method (DV: Wellbeing)**

| Variable | R | $R^2$ | df | F | Sig |
|---|---|---|---|---|---|
| Eff,Hop, Res, Opt | .49 | .24 | 4/195 | 15.08 | .001 |

Note: Eff- Efficacy, Hop- Hope, Res- Resilience, Opt- Optimism

To ascertain the contribution of psychological capital in wellbeing data were analyzed for multiple regression analysis. Table-2 present the summary of multiple regression analysis by using the enter method. The enter method takes all predictor variables into equations simultaneously and examines their joint contribution or effect on the dependent variable. Result reveals that a set of four measures of psychological capital obtained multiple R coefficient equals .49 and$R^2$= .24. The F ratio being 15.08 (df= 4/195) is significant at .001 probability level. These results suggest that 24 percent of the variance ($R^2$=.24) in well-being is accounted by the psychological capital. The adjusted $R^2$ of the equation was found .21,

which is very close to the obtained $R^2$. This closeness shows that the model applied to data is also fit to the population under observation. It is pertinent to mention that the adjusted $R^2$ adjusts the number of independent variables in the model and only when the new variable added improves the model and decreases when the new variable does not affect the model. Therefore, the closeness in the values shows that the model applied to data is fit to population under observation.

**Table- 3,**

**Summary of stepwise multiple regression analysis (DV: Wellbeing)**

| Variable | R | $R^2$ | df | F | Sig |
|---|---|---|---|---|---|
| Efficacy | .447 | .200 | 1/198 | 49.44 | .001 |
| Efficacy, Resilience | .482 | .233 | 2/197 | 8.45 | .01 |

Further, to examine the potent predictors of well-being stepwise multiple regression analysis also workout. Table-3 present the summary of stepwise multiple regression analysis which reveals that efficacy entered in the equation at step one. The R value (R=.447) for this variable suggest that there is moderate level of relationship between independent variable. The F ratio being 49.44 (df=1/198) is significantly .001 probabilitylevel. The $R^2$ value ($R^2$=.20) indicate that efficacy accounts 20% of the variance in well-being of police personnel. Resilience, another measure of psychological capital entered in the equation at step two after efficacy and R value increases at .482. The F ratio being 8.45 (df=2/197) is significant at .01 probability level. The linear combination of efficacy and resilience jointly accounts for 23.3% of variance ($R^2$=.233) among police personnel. The comparison of standard and stepwise regression analyses suggests that the efficacy and resilience is more important than the hope and optimism for police personnel. The findings support the proposed hypothesis that psychological capital will contribute substantially in wellbeing.

## Conclusion

The main objectives of the study were to examine the relationship between the study variable as well as to examine the contribution of measures of psychological capital in well-being among police personnel. The positive and significant correlations between the measures suggest that they are positively associated. The positive relationship between the measures indicates that the psychological capital can be thought of as a psychological tool that helps police personnel to cope with demanding and difficult circumstances which ultimately lead to good well-being. Efficacy, resilience, hope and optimism reflect positive attitudes at work place and the personnel high on psychological capital are more likely to build strong interpersonal relationship with others at workplace which promotes the well-being. The results of the study are tune with some earlier studies (Avey et al.,2010; Culbertson et al.,2010; Avey et al.,2011; Li et al.,2014; Luthans et al.,2014).

The findings of the study suggest that police personnel who have the combination of self-efficacy, resilience, hope and optimism may deal stressful situations and challenging jobs effectively. The acceptance and use of multiple psychological resources in the form of psychological capital may be linked to greater wellbeing of police personnel. Hobfoll (2001) assume that owning manifold psychological resources i.e., efficacy, resilience, hope and optimism would endow persons to work enthusiastically on explicit professional goals. The psychological capital measures accounts for 24 percent of the variance (R square = .24,) in wellbeing of the sample (Table-2). In stepwise regression analysis, it has been observed that the linear combination of efficacy and resilience accounts for approximately 23 percent of the variance (R square = .233) in wellbeing of police personnel (Table-3). Thus, the finding suggests that self-efficacy and resilience are more important than the hope and optimism for police personnel. Therefore, we must be proactive in implementing the strategies to inculcate psychological capital among police personnel through training and other programmes. The concerned authorities should also analyze current policies, procedures and practices that lend to create psychological capital.

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