

Psychological capital as related to life satisfaction among sports coaches

Sajad Ahmad Bhat

Research Student at Aligarh Muslim University, Aligarh, Uttar Pradesh, India

Abstract

Psychological capital (PsyCap) is defined as the person's positive state of being characterized by positive hope, a sense of optimism, self-efficacy and resilience capacity. Psychological capital is deeply rooted in positive organizational behavioral (POB) approach and this paradigm shift has accoutred during the positive psychology movement. The aim of the present paper is to ascertain the role of psychological capital in Individual Life satisfaction among athletic coaches. 50 athletic coaches have been approached who completed the PsyCap and Life satisfaction questionnaire. The construct of Psychological capital was measured by PsyCap questionnaire developed by Luthans and Satisfaction with Life scale developed by Diener have been used to measure the construct of Life Satisfaction. The collected data were tabulated and analyzed by SPSS through t-test and Pearson's correlation. The results indicated that there is a positive correlation ($r=0.68$, $p<.001$) between the dimensions of psychological capital (Self-efficacy, Hope, Optimism, and Resilience) and life satisfaction. The results also indicated that there is no significant difference in PsyCap and Life Satisfaction in terms of gender. The study suggests that athletic coaches who scored high on the components of PsyCap were more satisfied with their life compared to those who scored low. The implications of the study suggest that the development of positive psychological abilities will increase the subjective well being of an individual.

Keywords: psychological capital, subjective wellbeing, life satisfaction, athletic coaches

Introduction

Psychological capital

Historically Psychology has been associated with identifying, diagnosing and treatment of mental illnesses. The focus of the discipline was primarily on the negative side of human life. It has been said initially psychology dealt with what is wrong with people rather than what is right with them. Seligman & Csikszentmihalyi (2000) pointed out that after the World War II Psychology has focused almost exclusively on "fixing" mental illness and dysfunctional behavior, rather than on understanding and facilitating normal functioning, as well as growth and development, in healthy individuals. The shift from the negative approach to Positive happened at the end of 20th Century when the Martin Seligman in his now famous 1998 American Psychological Association presidential address made the call for a "positive psychology" that explicitly focuses on studying and understanding "normal" people's well-being, potential, optimal functioning, and knowing one's full potential (Seligman *et al.* 2005). Seligman said that psychology is not only about to study human illnesses, sufferings and negative aspects of human life. There were a little literature and the interventions available that make people happy, creative, productive and to control their lives. The aim of the psychology is to make people realize their true potentials and qualities. This paradigm shift from negative to more positive approach changes the dynamics of Psychology and new movement started to flourish. The application of positive psychology has been extensively studied and applied in various life domains like health, Industry, sports etc.

Positive Organisational Behaviour (POB) is an application of

Positive Psychology to organizational context and has been defined by Fred Luthans as "the study and application of positively-oriented human resource strengths and psychological capacities that can be measured, developed, and effectively managed for performance improvement in today's workplace".

Starting with Positive Organisational Behaviour Fred Luthans developed a core construct named Psychological capital that he defined as the positive state of a person characterized by Self-efficacy, hope, resilience and Optimism states. Luthans said that psychological capital is a positive construct of human life that makes them go beyond the social and human capital. Psychological capital ables an individual to reach the actual potential a person carries leaving behind the social and Human Capital. Psychological capital is more than only gaining expertise and experience in a particular area that we gain over time. Luthans defined PsyCap more comprehensively as "an individual's positive psychological state of development that is characterized by: (1) having confidence (Self-efficacy) to take on and put in the necessary effort to succeed at challenging tasks; (2) making a positive attribution (optimism) about succeeding now and in future; (3) persevering toward goals and, when necessary, redirecting paths to goals (hope) in order to succeed; and (4) When beset by problems and adversity, sustaining and bouncing back and even beyond (resiliency) to attain success. (Luthans *et al.*, 2007: 3).

Fred Luthans states that four positive psychological components make PsyCap namely Self-efficacy, Hope, Optimism, and Resilience. Self-efficacy has been incorporated in Psychological capital from the social cognitive theory of

Bandura. Self-efficacy is defined as task-specific self-confidence the belief that we are capable of doing things or accomplish them effectively. Stajkovic and Luthans (1998b) define confidence (or self-efficacy) as the “individual’s conviction 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.” This construct has been linked with various domains of life and there is a strong relationship with performance and satisfaction. The component of Hope has been incorporated in the positive psychological capital on the theoretical basis of Synder. Hope has a very different meaning as compared to how we use it in our everyday life. Hope has been more comprehensively defined by Synder as “a positive motivational state that is based on an interactively derived a sense of successful (a) agency (goal-oriented energy) and (b) pathways (planning to meet goals). Optimism is more closely associated with positive psychology than other constructs. Seligmen (2002) defined optimism on his attributional theory in two different explanatory styles of good and bad or permanence and pervasiveness. The construct of resilience means an ability of an individual to bounce back in times of adversity. It has been suggested earlier that resilience is seen in very rare people but Masten (2001), said that there is evidence that it can come “from the everyday magic of ordinary, normative human resources” and “has profound implications for promoting competence and human capital in individuals and society.

Life Satisfaction

Life satisfaction is the feeling people show their emotions and their overall evaluation of their life. It is a measure of overall well-being and can assess by taking in account the kind of relationships we have, the goals we have achieved or we are striving, our performance at a particular job or skill, self-concepts and self-perceived ability to cope with daily life. It is not about how we feel at present moment rather it is the assessment of our whole life and events. Life satisfaction has been measured in relation to economic standing, amount

Results and Discussion

Table 1: Descriptive Statistics

Variables	Males		Females		t-value (df=298)	95%CL	
	Mean	SD	Mean	SD		Lower	Upper
Life Satisfaction	18.21	7.90	15.66	8.56	0.913	-7.648	28.08
PsyCap	67.05	23.86	56.83	26.12	1.206	-3.323	8.411

Table 2: Correlations

		Psy Cap	Psy Cap
PsyCap	Pearson’s Correlation	1	.679**
		50	50

** Correlation significant at .001 levels (2-tailed)

The above table of Pearson’s coefficient of correlation shows that there is a positive relationship between Psychological capital and Life Satisfaction. The results are inconsistent with the already conducted studies. Psychological capital has been shown in numerous studies to be positively related to

of education, experiences, and residence. There are two important emotions that influences the people perceive their life: Hope and Optimism both consist of cognitive processes that are usually oriented towards the achieving goals and the perception of those goals. Additionally, optimism is related to higher life satisfaction, whereas pessimism is related to symptoms of depression and negativity.

Objectives

- To assess the psychological capital and life satisfaction among Athletic coaches.
- To assess the relationship between psychological capital and life satisfaction among Athletic coaches.

Methods and Material

The study employed descriptive research design to carry out the investigation. In this design, the investigator tries to find out the relationship between Psychological capital and Life Satisfaction among athletic coaches.

Participants

The purposive random sampling method was used to collect the data for the study. 50 coaches were selected from different playgrounds and sports institutes in Kashmir Valley.

Tools Used

Psychological Capital Questionnaire developed by Luthans (2005) was used to measure the construct of Psychological capital. It is a 24 item scale and measures THE four dimensions of psychological capital viz Self-efficacy, Hope, Resilience, and Optimism.

Satisfaction with Life (SWL) a 5 item scale developed by Diener was used to measure the construct of life satisfaction.

Data Analysis

The data collected were classified, tabulated and subjected to statistical analysis by using SPSS. Mean, SD and Pearson’s coefficient of correlation were calculated.

performance, job satisfaction, and positive health.

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