

# Psychological Capital and Positive Psychology

By

[Author's Name]

[School or Department Name]

[Faculty Name]

[Month Year]

**Table of Contents**

<b>CHAPTER 2- LITERATURE REVIEW.....</b>	1
Psychological capital .....	1
Positive psychology .....	1
Impact of positive psychology .....	2
<b>References.....</b>	4

## CHAPTER 2- LITERATURE REVIEW

### **Psychological capital**

Psychological capital (PC) is advocated for the application and study of positively oriented strengths of human resources and psychological capacities (Luthans & Youssef, 2004). It is a core construct of higher-order consisting psychological resources that are state-like and can be developed and measured. Self-efficacy is belief in the abilities of an individual to be successful at tasks that are challenging. Hope is motivational state which is positive and direct perseverance towards targeted pathways and goals for success. Resilience is a positive capacity of bouncing back from failure to acquire triumph (Luthans et al, 2007). It can improve the performance, satisfaction, and well-being of individuals. It can also be utilized as sources for combating depressive symptoms, burnout, and stress symptoms (Avey, Luthans, & Jensen, 2009; Luo & Hao, 2010). Furthermore, it has a mediating function on the association between performance and working environment (Luthans et al, 2008).

### **Positive psychology**

The main aim of promoting mental health is to foster the psychological strengths, resources, and competencies of individuals and to reinforce the assets within community or preventing mental disorder and enhancing well-being as well as quality of life (Jané-Llopis et al, 2005). Positive psychology deals with the study of such resources and competencies, or that which is positive or correct about individuals- their strengths, psychological assets, and positive attributes (Seligman, & Csikszentmihalyi, 2000). The mission of positive psychology is to understand and preserve the factors enabling societies, communities, and individuals to thrive

(Seligman & Csikszentmihalyi, 2000; Fredrickson, 2001). The models and theories of community, individual, and organizational discrepancies are complemented with the models and theories of assets (Moore & Charvat, 2007). Novel approaches are offered by positive psychology for reinforcing psychological resilience and to promote mental health, and thus might improve efforts of health promotion in general and of mental health promotion in particular (Hershberger, 2005).

### **Impact of positive psychology**

In a cross-sectional study performed by Liu et al (2013) it was observed that PC has negative relations with anxiety and depressive symptoms. Significant mediations between associations of depressive symptoms and PC were reported. Thereby, it was concluded that PC can reduce anxiety and depressive symptoms. Sun et al (2012) reported similar outcomes of PC by surveying 100 nurses. Strong relation between performance, job embeddedness, and self-reported PC was demonstrated. Thereby, performance and intention of job retention can be improved by PC. Peng et al (2013) affirmed that job burnout can also be reduced by PC. In a sample of 473 nurses, significant correlation was observed between job burnout and PC. This relation was mediated by organizational commitment. It suggested that PC has influence on job burnout. Roche, Haar, and Luthans (2014) reported that there is a negative association between mindfulness and dysfunctional outcomes for instance, depression and anxiety. According to Copeland et al (2014), prevalence of suicidal behavior is high among African-American veterans as a consequence of negative stressful experiences during war. These negative attitudes can be surmounted by PC through the development of positive psychology among these veterans. It can be used as an intervention for improving quality of life among African-American veterans by

developing positive emotions and feelings leading to widening arrows of actions and thoughts facilitating the building of imperative personal resources. A spiral is thereby created promoting positive emotions among these veterans.

## References

Avey, J. B., Luthans, F., & Jensen, S. M. (2009). Psychological capital: A positive resource for combating employee stress and turnover. *Human Resource Management*, 48(5), 677-693. Retrieved from: <http://onlinelibrary.wiley.com/doi/10.1002/hrm.20294/abstract> on 18<sup>th</sup> November, 2014.

Copeland, L. A., McIntyre, R. T., Stock, E. M., Zeber, J. E., MacCarthy, D. J., & Pugh, M. J. (2014). Prevalence of Suicidality Among Hispanic and African American Veterans Following Surgery. *American Journal Of Public Health*, 104(S4), S603-S608. Retrieved from: [www.ncbi.nlm.nih.gov/pubmed/25100427](http://www.ncbi.nlm.nih.gov/pubmed/25100427) on 18<sup>th</sup> November, 2014.

Fredrickson, B. L. (2001). The role of positive emotions in positive psychology: The broaden-and-build theory of positive emotions. *American psychologist*, 56(3), 218. Retrieved from: <http://psycnet.apa.org/journals/amp/56/3/218/> on 18<sup>th</sup> November, 2014.

Hershberger, P. J. (2005). Prescribing happiness: positive psychology and family medicine. *Family Medicine-Kansas City-*, 37(9), 630. Retrieved from: <http://old.stfm.org/fmhub/fm2005/October/Paul630.pdf> on 18<sup>th</sup> November, 2014.

Jané-Llopis, E., Barry, M., Hosman, C., & Patel, V. (2005). Mental health promotion works: a review. *Promotion & Education*, 12(9). . Retrieved from: <http://www.neaygia.gr/UserFiles/File/%CE%9A%CE%91%CE%A4%CE%95%CE%A1%CE%99%CE%9D%CE%91/%CE%95%CE%9D%CE%97%CE%9C%CE%95%CE%A1%CE%A9%CE%A3%CE%97/%CE%93%CE%B9%CE%B1%20Mental%20Health/MENTAL%20HEALTH%20PROMOTION%20WORKS.pdf> on 18<sup>th</sup> November, 2014.

Liu, L., Pang, R., Sun, W., Wu, M., Qu, P., Lu, C., & Wang, L. (2013). Functional social support, psychological capital, and depressive and anxiety symptoms among people living with HIV/AIDS employed full-time. *BMC psychiatry*, 13(1), 324. Retrieved from: <http://www.ncbi.nlm.nih.gov/pubmed/24289721> on 18<sup>th</sup> November, 2014.

Luo, H., & Hao, Z. H. (2010). The relationships among psychological capital, job burnout and turnover intention in 466 nurses. *Chin J Nurs*, 45, 933-935.

Luthans, F., & Youssef, C. M. (2004). Human, Social, and Now Positive Psychological Capital Management:: Investing in People for Competitive Advantage. *Organizational dynamics*, 33(2), 143-160. Retrieved from: [http://gigpars.com/images/6buh\\_human,social\\_and.pdf](http://gigpars.com/images/6buh_human,social_and.pdf) on 18<sup>th</sup> November, 2014.

Luthans, F., Avolio, B. J., Avey, J. B., & Norman, S. M. (2007). Positive psychological capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology*, 60(3), 541-572. Retrieved from: <http://onlinelibrary.wiley.com/doi/10.1111/j.1744-6570.2007.00083.x/full> on 18<sup>th</sup> November, 2014.

Luthans, F., Norman, S. M., Avolio, B. J., & Avey, J. B. (2008). The mediating role of psychological capital in the supportive organizational climate—employee performance relationship. *Journal of organizational behavior*, 29(2), 219-238. . Retrieved from: <http://onlinelibrary.wiley.com/doi/10.1002/job.507/full> on 18<sup>th</sup> November, 2014.

Moore, S. M., & Charvat, J. (2007). Promoting health behavior change using appreciative inquiry: moving from deficit models to affirmation models of care. *Family & community health*, 30, S64-S74. Retrieved from:

[http://journals.lww.com/familyandcommunityhealth/Abstract/2007/01001/Promoting\\_Health\\_Behavior\\_Change\\_Using.9.aspx](http://journals.lww.com/familyandcommunityhealth/Abstract/2007/01001/Promoting_Health_Behavior_Change_Using.9.aspx) on 18<sup>th</sup> November, 2014.

Peng, J., Jiang, X., Zhang, J., Xiao, R., Song, Y., Feng, X., ... & Miao, D. (2013). The impact of psychological capital on job burnout of Chinese nurses: The mediator role of organizational commitment. *PloS one*, 8(12), e84193. Retrieved from: <http://www.ncbi.nlm.nih.gov/pubmed/24416095> on 18<sup>th</sup> November, 2014.

Roche, M., Haar, J. M., & Luthans, F. (2014). The role of mindfulness and psychological capital on the well-being of leaders. *Journal of occupational health psychology*, 19(4), 476. Retrieved from: <http://www.ncbi.nlm.nih.gov/pubmed/24933594> on 18<sup>th</sup> November, 2014.

Seligman, M. E., & Csikszentmihalyi, M. (2000). *Positive psychology: An introduction* (Vol. 55, No. 1, p. 5). American Psychological Association. Retrieved from: <http://psycnet.apa.org/journals/amp/55/1/5/> on 18<sup>th</sup> November, 2014.

Sun, T., Zhao, X. W., Yang, L. B., & Fan, L. H. (2012). The impact of psychological capital on job embeddedness and job performance among nurses: a structural equation approach. *Journal of advanced nursing*, 68(1), 69-79. Retrieved from: <http://www.ncbi.nlm.nih.gov/pubmed/21645045> on 18<sup>th</sup> November, 2014.