

RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL, MINDFULNESS AND SUBJECTIVE WELLBEING AMONG POST GRADUATE DOCTORS

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Abstract

The purpose of the present was to measure the relationship between Psychological Capital, Mindfulness and Subjective Wellbeing among Postgraduate Doctors. After detailed literature reviews following hypotheses were formulated 1). There would be positive relationship between Psychological Capital and Mindfulness among doctors, 2). There is likely to be that Psychological Capital, Mindfulness and would differ across gender among doctors. The sample of this study was consisted on 200 medical doctors including 100 male medical doctors and 100 female medical doctors. The data was collected from the different private and government hospitals located in Faisalabad. There is no specific age range and the population of the study males & females Postgraduate Doctors of different age group of Faisalabad Hospitals.

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Psychological capital, mindfulness attention awareness, psychological well-being scale use as instruments in the study. T-Test, Correlation, Regression, was used for data analysis. Results shows significant relationship finding of our both hypotheses. At the end of the implementation of the study, suggestions and recommendation were discussed in detail.

Keywords. *Doctors, Hospitals, well-being, psychological well-being, mindfulness, psychological capital.*

Introduction

The call for health services in our society has accelerated in latest years because of increase of the population, technological development and the implementation of reforms inside the health machine. Providing higher high-quality, accessible and suitable health care offerings to humans according with our "Human First" precept has end up our top precedence. To obtain this goal, its miles necessary that our health personnel, who play a key function within the provision of fitness services, are certified and do their paintings with ardor, this is, the contributors of the fitness workforce who may be satisfied with their jobs. Physicians are acknowledged to enjoy high ranges of strain, that's attributed to activity burnout, the overall health of the physician, and the pleasant of affected person care provided through own family physicians. Physicians are under growing stress due to role changes delivered about by means of fitness care reform. Psychological capital is gambling an essential role within the life of the physician. It is suggested to be a fine resource for improving employee job performance, organizational dedication, and worker nicely-being over the years and for fighting worker stress and turnover.

Psychological capital is "the kingdom of thoughts manifested throughout the growth and development of an person" (Luthans & Youssef, 2007). Psychological capital is one of the most essential subsets of human capital, which addresses human-related issues in any sort of corporation. Luthans, and Youssef, 2007 described psychological capital as one's "high-quality psychological country of improvement characterized by using (1) having the self belief (self-efficacy) to exert the effort vital to succeed in hard responsibilities; (2) forming positive expectancies (hope) approximately succeeding now and in the future; (3) persevering closer to dreams and, while essential, redirecting pathways towards goals (desire) for fulfillment; and (four) when confronted with troubles and difficulties, persisting and pushing back to achieve achievement and beyond (resilience).The four mental resources (trait-like, as opposed to fixed character dimensions) diagnosed They were researched independently of every other as constructs of collective psychological capital. In specific, the 4 diagnosed mental capital elements of efficacy, optimism, hope, and resilience have obtained large principle and studies in tremendous psychology (Snyder, 2002).

Previous conceptual paintings have emphasized the function of real leaders in developing such psychological capital in themselves and their fans (Luthans, Avey, Avolio, Peterson, 2010). Mindfulness is "the kingdom of taking note of and being privy to what's taking place within the present." The idea of mindfulness has obtained expanded attention in recent a long time, particularly in scientific psychology (Hall, 2004).

Furthermore, mental capital and mindfulness are extremely good dimensions of character and affect numerous elements of mission performance. Mindfulness research has recognized a wide variety of benefits in numerous areas of psychological health, as well as supporting to decrease tension, melancholy, rumination, and emotional reactivity. Research has additionally shown that mindfulness enables growth nicely-being, first-rate effect, and attention. Research has determined that mindfulness won't have a first rate effect on interest; however it can also assist enhance cognition, emotions, body shape, or even behavior. If multiplied well-being isn't always motivation sufficient, scientists have observed that mindfulness strategies can assist improve physical fitness in a number of ways. Mindfulness can: help relieve anxiety, deal with heart conditions, lessen blood stress, lower persistent ache, enhance sleep, and relieve gastrointestinal issues (Malinowski & Lim, 2015). It has been revealed in the many of the studies that self-efficacy is highly associated with the mindfulness and psychological capital ((Han, Ahemaitijiang, Yan, Hu, Parent, Dale, & Singh, 2021).

Bandura states that it is difficult for humans to illustrate self-efficacy when in low temper; particularly due to pessimism approximately their ability to attain these desires (Dave, Tripathi, Singh, & Udainiya, 2011). Mindfulness is likewise utilized in dialectical conduct remedy, in which it's miles defined as (1) the technique of watching outside sports and internal thoughts, feelings, and behaviors; (2) 'labeling' these activities with out judgment; and (3) taking element through being absolutely engaged with "gift-2nd interest without self-attention" (Wagner, Rathus, Miller, & Baer, 2006; Shapiro et al., 2006; Luthans, Norman, Avolio, & Avey, 2008).

Mindfulness exercises are also associated with subjective well-being, as well as improved employee health, enjoyment of happiness, desire for happiness, orientation to average performance, and reduced organizational citizenship behaviors and desires. Not excellent, as mindfulness undoubtedly has an impact on mental health, but studies also point to upgrades in cognitive ability (Mrazek et al., 2011). Krasner et al. 2009 tested the consequences of mindfulness training on doctor well-being and attitudes related to affected man or woman-centered care in a populace of family practice physicians. For example, there may be empirical proof that mental capital mediates the relationship among mindfulness and paintings engagement via

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improving advantageous have an effect on, want, and optimism.

Subjective well-being SWB consists of a wide array of different standards, from the short-term reviews of our daily lives to the wider international judgments we make approximately our lives as a whole (Kim-Prieto, Diener, Tamir, Scollon, & Danner, 2005). It is generally taken into consideration a hedonic as opposed to eudemonic concept (Deci & Ryan, 2008; Huta & Waterman, 2014). Mental health is crucial for subjective well-being SWB and vice versa. At its maximum crude, intellectual fitness can be defined because the absence of terrible mental signs and the presence of effective signs and symptoms (Abd al-Khaliq, 2013; Cubí-Mollá Cubí-Mollá, De Vries, & Devlin, 2014; Xu,, Wang, Chen, & Li, 2015).

1.4 Hypotheses

- 1. There would be positive relationship between Psychological Capital, Mindfulness and subjective well-being among doctors.*
- 2. There is likely to be that Psychological Capital, Mindfulness and would differ across gender among doctors.*

Methods

These methodology section summaries a comprehensive guide to the way data was targeted, selected, ethical consideration, trust and rapport with the participants are also deliberated. Additional it also includes explanation of instruments, and terminologies, method, and statistical analysis.

Participants

For this study total 200 hundreds participants randomly selected. Further participants were divided to two groups on gender basis includes one hundred male post graduate doctors and one hundred female post graduate doctors. All the participants selected from different socioeconomic status and there was not any age range order. Those participants were selected for this study who is currently working in different government and private hospitals.

Ethical considerations

The research changed into performed in a manner that respected the glory, rights and nicely-being of the research members. This covered assuring and informing the participants approximately the motive of the studies. Participants were confident that any records disclosed could be kept strictly private and that they had the right to request entire confidentiality within the study. Participants have been additionally advised that their participation become on a voluntary basis and that they had the proper to withdraw their participation inside the take a look at any time. A consent form changed into crammed out through the members imparting all the above comprehensively. All psychometric techniques used inside the gift look at have been acquired from their innovative sources in keeping with ethical concerns concerning copyrights.

Procedure

After obtaining the consent from the individuals and all the files including permission letter, permission shape, examine measures had been being furnished to the applicants. Only those participants who agreed to take part had been selected for this look at. Psychometric units have been in my opinion administered to have a look at participants primarily based on their recognition goal. At the cease of the series of information, the members and the respective health center establishments were thanked for his or her cooperation and treasured time. Data meeting become observed through scoring the use of the suggestions provided inside the Psychological Measures Guide. Statistical analysis. After scoring was completed, all statistics were tabulated in a Microsoft Excel sheet and the Statistical Package for Social Sciences (SPSS, V 12.Zero) turned into used to analyze the facts. Descriptive statistics, easy correlation and regression evaluation for aggregates used to calculate results.

Measuring Instruments

Data was gathered by means of 4 instruments namely: Biographical questionnaire, Psychological Capital Questionnaire (PCQ-24), Employee Performance Measure (self-report version) and Satisfaction with Life Scale.

3.3.1 Psychological Capital Questionnaire, (PCQ-24; Luthans, Avolio, and Avey, 2007).

The Psychological Capital Questionnaire is a self-archiving questionnaire and has four subscales, specifically desire, optimism, resilience, and self-efficacy. All responses to the Psychological Capital Questionnaire are anchored on a six-aspect Likert scale with response alternatives: 1 = completely disagree to 6 = completely agree.

3.6.2 Mindfulness Attention Awareness Scale (MAAS; Brown & Ryan, 2003)

A 15-item broadly speaking mindfulness-based attention scale was used to degree mindfulness. It is 6 point likert scale 1 = almost continuously to 6 = nearly never which measures mindfulness. The reliability coefficient, Cronbach's alpha, and take a look at-retest reliability of the Mindfulness Attention Awareness Scale have been 0, seventy-six, and 0, 69, respectively.

3.6.3 Psychological Well-Being Scale (Carol Ryff, 2007)

This is 42-item scale used to measure the 6 dimensions of subjective well-being including autonomy, environmental mastery, personal increase, high quality relationships with others, cause in life, and self-popularity. Individuals respond to various statements and imply on a 6-factor Likert scale how real each assertion is. Higher ratings on every scale indicate extra nicely-being on that size.

RESULTS

Descriptive statistics allow the researcher to understand the basic

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characteristics of the records which further helps in analyzing, summarizing and interpreting the records in a meaningful way. Descriptive statistics tables within the present chapter provide summaries about the sample's responses to the constructs used in the examine. In the current chapter statistical analysis of the study is included i-e. Descriptive statistic and inferential statistics like Pearson correlation and the t-test which were used to generate the results are part of this chapter.

Table 1

Table one show the descriptive statistics among variables (N=200).

Table 2

The table two show the correlation among the variables. (N=200.)

Variables	M	SD	2	3
Mindfulness	11.38	8.281	--	.273**
			.661**	
Psychological Wellbeing	54.80	19.61		.370**
Psychological Capital	74.67	15.542		

**Correlation is significant at the 0.01 level (2-tailed).

There are generalized correlations between scales of mindfulness, psychological well-being, psychological capital, and all these variables (that is, .661**, .273** and .370**) have P values (<.05), which have been determined critical. Relationship In addition, the p values of different variables are .661**, .273** and .370** that are <.05, which indicates that there is a big courtship between those variables.

Table 3

Compression of gender differences (male and female) using independent sample t-test with study variables (N=200)

Variables	Male		Female		Confidence Interval		95%		Cohen, d	
	M	D	D	d)	L	L				
Mindfulness Scale	13.15	35	2.98	.504	505	98	977	1.95	29	0.097
Psychological Wellbeing	12.8	195	3.00	258	629	98	138	11.27	07	0.048
Psychological Capital	75.4150	679	3.40	128	122	98	001	2.11	.69	0.056

In the above given table it has been revealed that there is significant

differences is existed between mindfulness and psychological well-being while p value is $>.05$ i-e. .977 and .138 while significant difference prevailed which is showing from the $P<.05$, i-e. .001.

DISSCUSION

In this chapter of discussion we deliberate the findings and the possible reasons behind the phenomena of results. These findings are incorporated with earlier researches. In this chapter, also explore the primary factors which are interrelated and may be caused of present findings.

The first hypothesis stated that positive relationship between Psychological Capital and Mindfulness among doctors. Results found that there is significant correlation between psychological capital, mindfulness and subjective well-being (see table no.2). These cutting-edge research results are inconsistent with previous ones (Ghasemi-Jobaneh, Zaharakar, Hamdami, & Karimi, 2016; Kotzé, 2018; Roche, Haar, & Luthans, 2014). There are numerous reasons at the back of these phenomena of results which can be discussed in detail under. The effects display a dating between psychological capital and employee overall performance. As an end result, an extra stage of psychological capital is associated with better job overall performance. A variety of studies have related psychological capital to worker attitudes and performance. According to the authors, individuals with high tiers of psychological capital are much more likely to be assertive and have interaction in efforts that bring about higher lengthy-time period overall performance. Psychological capital has an excellent dating with employee performance (Ozdemir, Senbursa, & Tehci, 2022).

Psychological capital is frequently linked to success. According to the authors, when employees improve, they become more optimistic, and a higher degree of hope can assist an individual's mental, physical, social, and psychological resources cope with professional challenges. Previous research has led to these conclusions (Darvishmotevali, & Ali, 2020). The findings also suggested that doctors working in government hospital were hopeful, self-efficacious and optimistic in their pursuits. The present finding is consistent with the earlier study which stated that in hospitals, employees are self-confident as they are trained with the necessary skills and knowledge required to understand the risk and potential hazards associated with work operations (Eid, Mearns, Larsson, Laberg & Johnsen 2012). One more research also reported that individuals with high self-efficacy prefer to opt for laborious, tedious tasks as they recognize their potential and have higher hope (Llewellyn, Sanchez, Asghar and Jones, 2008). The factors responsible for this can be many such as high income, number of cases handled in a day or shifts, family support etc.

The second hypothesis mentioned that Psychological Capital, Mindfulness and well-being would differ across gender among medical doctors. The present study indicate that there is no significant gender differences found on using psychological

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capital, mindfulness, psychological wellbeing among doctors (see table 3). Previous research also found that there is no evidence in support of gender difference in psychological capital (Rani, & Chaturvedula, 2018). Moreover no significant gender differences were found in sense of coherence, life satisfaction, affect balance, emotional intelligence, self-efficacy, and the social components of self-concept and steadfastness. The findings support traditional gender stereotypes and socialisation practices, possibly reflecting the impact of longstanding social inequality between men and women (Roothman, Kirsten, & Wissing, 2003). Research concludes the more disparities there are between men and women on levels of SWB, the greater the difference in happiness levels (Batz, & Tay, 2018). Another study found that there are smaller gender differences in sexual well-being in younger groups than in older groups. Statistically controlling for gender differences in widowhood, health, and socioeconomic status resulted in lower gender differences in welfare. There are reports of cohort differences in SWB (Pinquart, & Sörensen, 2001).

CONCLUSION

It is concluded that a significant correlation among all the variables such as psychological capital, mindfulness, psychological wellbeing. Furthermore there are no significant gender differences found on using psychological capital, mindfulness, psychological wellbeing among post graduate doctors.

LIMITATION AND RECOMMENDATION

This study includes the following limitation:

- Doctors thought it would have an impact on their salaries.
- Others feared that employee evaluation may lead to retrenchments at work.
- Self-report questionnaires are sometimes too subjective.
- Bureaucracy in government offices compels one to go through many layers before final permission is granted to a researcher. This was time consuming and caused delay in completion of this project.



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