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Role of psychological capital assessment in strengthening handloom weavers

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Abstract

Psychological capital assessment is essential for promoting individual well-being, enhancing performance and productivity, fostering resilience and supporting organizational goals. The study aimed to know the role of psychological capital assessment in strengthening handloom weavers. Exploratory research design was used in the study. The saree handloom weavers who were working with pit loom were purposively selected for the study. Psychological capital scale developed by Luthans was used to gather the information on four components self-efficacy, optimism, hope and resilience. The findings of various components of the psychological capital revealed that majority (36.67%) of the employees were confident in analysing a long-term problem to find a solution, felt confident contacting people to discuss problems. Majority 43.33% of weavers agreed that they are optimistic about what will happen in the future as it pertains to work. Majority of the weavers (40.83%) agreed that they energetically pursuing work goals, and last resilience component shows that handloom weavers are ready to face with difficulties at work. The study concluded that 65 percent of the handloom weavers have medium level of psychological capital whereas 35 percent has high level of psychological capital.

Keywords: Psychological capital, handloom weavers, self-efficacy, hope, resilience and optimism

Introduction

With the advent of globalization, psychological capital is becoming an increasingly significant and integral part of the management of most public and private organizations worldwide. Psychological capital is defined as an individual's positive psychological state of development (Avey *et al.*, 2009; Dawkins *et al.*, 2018) ^[1, 6]. Hope is the sense of agency that people can achieve their goals and have determined alternative pathways to accomplish defined goals (Harms *et al.*, 2018) ^[9]; optimism is the act of fostering positive global expectations of success (Ertosun *et al.*, 2015) ^[7]; resilience is the positive psychological capability that allows people to face or recover positively from adversity, uncertainty, risk, or failure (Luthans *et al.*, 2014) ^[11]. Self-efficacy is the belief and thoughts about one's own abilities to achieve success in challenging tasks (Liao and Liu, 2016) ^[10].

Psychological capital a higher-order construct of psychological resources is essential for reducing personal stress, anxiety, and depression as well as for enhancing mental health, well-being and life satisfaction. Psychological capital is the fourth greatest capital after material, human, and social capital with a great deal of attention in every field. According to Peterson *et al.* (2011) ^[14] and Parent-Rochelleau *et al.* (2020) ^[13], the four

psychological capital factors provide a high level of psychological capital that enables a person to concentrate on carrying out tasks and achieving success.

Keeping in view, the study aimed to know the role of Psychological Capital Assessment in Strengthening Handloom Weavers

Review of Literature

Sajad (2017) ^[17] investigated on how psychological capital affects athletic coaches individual life satisfaction. The findings showed that life satisfaction and the psychological capital aspects of self-efficacy, hope, optimism, and resilience have a positive association ($r=0.68$, $p<.001$). The findings also showed that there is no gender difference in Psychological capital and Life Satisfaction. Athletic coaches with higher Psychological capital scores were happier with their lives than those with lower scores. The study's findings imply that an individual's subjective well-being will rise with the development of positive psychological skills.

Ayey *et al.* 2010 ^[2] opined that Psychological Capital is associated to a number of employee behavioral, performance, and attitude outcomes. The study examined the relation between two measures of psychological well-being and the Psychological Capital levels of employees ($N = 280$). The outcomes showed a significant relationship

between the PsyCap of employees and the two well-being measures. Psychological Capital was found to account for increased variance in the well-being measures over time.

The feasibility and preliminary efficacy of a brief intervention to enhance psychological capital and reduce health risk behaviors of homeless female youths (N=80) were examined by Rew *et al.* 2017^[16]. The findings showed that the psychological capital, hope, resilience, and self-efficacy of the intervention participants to abstain from alcohol and drugs had significantly improved.

Azimi (2014)^[3] studied the significance of Psychological Capital in forecasting the Mental Health and Well-Being of female employees (N=280). Data were collected using the Luthans Psychological Capital Questionnaire, Diener Life Scale Satisfaction, and Goldberg Mental Health Questionnaire. The results revealed a positive association between Psychological Capital and Mental Health and between Psychological Capital and Well-Being.

Tripathi and Pankaj (2011)^[18] investigated the impact of psychological capital on employee well-being and life satisfaction of the insurance industry employees. The data was collected using the Psychological Capital Scale (Luthans *et al.*, 2007)^[11], the Employee Well-Being Scale (Ryff's, 1985)^[20]. The study's findings showed that psychological capital is a more accurate indicator of workers' life satisfaction and well-being.

Bin Li *et al.* 2014^[5] studied the role of Positive Psychological Capital (PPC) in the connection between Subjective Well-Being (SWB) and Social Support (SS). The findings demonstrated the favorable relationship between PPC, SS, and SWB. The findings indicated that PPC mediated the link between SS and SWB.

Methodology

Exploratory research design was used to collect the information. The study was conducted in Andhra Pradesh State of South India. A total number of 120 pit loom saree handloom weavers were exclusively selected for the study. Psychological capital questionnaire covering the parameters such as self-efficacy, optimism, hope and resilience (PCQ) developed by Luthans *et al.* (2007)^[11] was adopted and a simple 5-point Likert Scale was used for each item of PCQ in which responses of the employees were as follows: "strongly disagree-1, disagree-2, Neutral-3, agree-4 and strongly agree-5".

Results and Discussion

1. Work self-efficacy

The outcomes of the handloom weavers job self-efficacy is the first dimension of psychological capital are shown in Table 1. The statement, "I feel confident in analysing a long-term problem to find a solution," was found to be agreed upon by the majority of employees (36.67%), with only a small minority (5.83%) strongly disagreeing. "I feel confident contacting people outside the company to discuss problems" was the second statement. A maximum of thirty percent of the workers agreed, followed by twenty-five percent of the weavers who disagreed, and twenty-three percent who strongly agreed. "Even though my supervisor gives me an extra task that I've never completed," was the third statement. I continue to have faith in my capacity to succeed.

Merely 5 percent of weavers highly agreed with the statement, compared to 37.5% who strongly agreed. The fourth statement, "I am confident in my performance that I can work under pressure and challenging circumstances," was strongly agreed upon by 31.67% of the weavers. In contrast, 23.33 percent of the workers said they didn't agree with it. Regarding the statement "I feel confident that I can accomplish my work goals," the majority (35.83%) strongly agreed. "If organization transform new working systems which is difficult to understand," was the sixth work self-efficacy statement. Forty percent of the weavers agreed that they could learn new things from this approach, while eighty-three percent responded in a neutral manner and twenty percent disagreed.

2. Optimism

The findings of the psychological capital's second dimension, optimism, showed that most of the weavers, 43.33 percent agreed and just 2.50% disagreed with the statement, "I am optimistic about what will happen to me in terms of work in the future." The second thing I said was, "I always find a solution at work for every problem." Fewer than 6.67% strongly disagreed with the remark, whereas the majority (35.83%) strongly agreed and 42.50% agreed with it. The statement "I think there's always a bright side to all the problems at work" was agreed upon by 39% of the weavers. Merely 10% disapproved, with 5.83 percent strongly disapproving. Regarding the statement. Of the weavers, 51% agreed and just 4.17% disagreed with the statement, "If I have to face with bad situation, I believe that everything will change to be better." the majority of the weavers, 17.50% disagreed and 41.67 percent agreed with the proposition. I have persistently pursued the issue and discovered that it is powerless to solve.

3. Hope

The majority of the weavers (40.83%) agreed with the first statement, "At the moment, I am energetically pursuing my work goals," and only 10% strongly disagreed, according to the third dimension of psychological capital, or hope. Regarding the second statement, "I have multiple methods to achieve the work objective," approximately one-fourth of respondents disagreed and 39.17% agreed. The third statement, "When I found that my performance appraisal was less than the expected goal, I am trying to find the ways to improve and then start to do better," was accepted by the majority, 41.67 percent, while 22.50 percent disagreed. The fourth statement, "Now I feel that I am energetic to accomplish the work goal," was agreed with by 40% of the weavers, while just a small percentage disagreed (16.67%) and responded in a neutral manner (7.5%). The fifth statement, "When I set goals and plan to work, I will be concentrated to achieve the goal," was agreed upon by nearly half (45.00%), while 16.67% disagreed. Regarding the last statement, "Achieve the goals set forth by the belief that "where there is a will, there is a way," more than one-fourth, or 28.33%, strongly agreed, 37.5% agreed, and 20% disagreed.

4. Resilience

Resilience, the final psychological capital dimension consists of six statements. According to the results, 40% of

respondents agreed with the first statement, "I usually manage difficulties at work," while only 10% and 10% of respondents strongly disagreed and reacted in neutral. Regarding the second statement, "I typically handle stressful situations at work with grace," over one-fourth of respondents, or 30.83 percent, agreed, 21.67% were neutral, and 23.33% disagreed. The third was, "Even though my work has failed, I will try to make it succeed again," to which more than 29.17% of respondents agreed and 27.50% disagreed. Only 10.83 percent strongly agreed, over 39.17%

had a neutral attitude, and only 3.33% disagreed with the statement. Even though I feel uncomfortable when I have too much responsibility at work, I can still complete my tasks successfully. About 40% of respondents agreed with the statement "I am discouraged and ready to face difficulties at work," whereas 18.33% disagreed and just 5.83 percent strongly disagreed. Twenty percent of the weavers strongly agreed with the last statement, "When I faced disappointment at work, "I fell but I could swiftly get through", while only ten percent strongly disagreed.

Table 1: Assessment of Psychological capital of handloom weavers

							N=120
S. No.	Items	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
		f(%)	f(%)	f(%)	f(%)	f(%)	
Subscale-1 Work self-efficacy							
1	I feel confident in analyzing a long-term problem to find a solution.	44 (36.67)	40(33.33)	20(16.67)	9(7.50)	7(5.83)	
2	I feel confident contacting people outside the company (eg. Suppliers, customers) to discuss problems.	28(23.33)	36(30.00)	30(25.00)	21(17.50)	5(4.17)	
3	Although supervisor assigns me an extra job which I never had done it. I still believe in my ability that I can do it.	28(23.33)	45(37.50)	25(20.83)	16(13.33)	6(5.00)	
4	I am confident in my performance that I can work Under pressure and challenging circumstances	38(31.67)	37(30.83)	14(11.67)	28(23.33)	3(2.50)	
5	I feel confident that I can accomplish my work goals.	43(35.83)	42(35.00)	13(10.83)	17(14.17)	5(4.17)	
6	If organization transform new working systems which is difficult to understand. I am still confident that I can learn new things from this system.	36(30.00)	48(40.00)	10(8.33)	24(20.00)	2(1.67)	
Sub scale-2 Optimism							
7	I am optimistic about what will happen to me in the future as it pertains to work.	24(20.00)	52(43.33)	13(10.83)	28(23.33)	3(2.50)	
8	At work I always find that every problem has a solution.	43(35.83)	51(42.50)	15(12.50)	8(6.67)	3(2.50)	
9	I believe that all the problems occurring at work always have a bright side.	45(37.50)	47(39.17)	21(17.50)	2(1.67)	5(4.17)	
10	If I have to face with bad situation, I believe that everything will change to be better.	32(26.67)	61(50.83)	8(6.67)	12(10.00)	7(5.83)	
11	I believe that success in the current work will occur in the future.	36(30.00)	62(51.67)	7(5.83)	10(8.33)	5(4.17)	
12	I always stuck with the problem and found that the problem cannot do anything.	37(30.83)	50(41.67)	10(8.33)	17(14.17)	6(5.00)	
Subscale-3 Hope							
13	At the present time, I am energetically pursuing my work goals.	29(24.17)	49(40.83)	9(7.50)	21(17.50)	12(10.00)	
14	I have several ways to accomplish the work goal.	30(25.00)	47(39.17)	8(6.67)	25(20.83)	7(5.83)	
15	When I found that my performance appraisal was less than the expected goal, I am trying to find the ways to improve, and then start to do better.	35(29.17)	50(41.67)	3(2.50)	27(22.50)	5(4.17)	
16	Now I feel that I am energetic to accomplish the work goal.	32(26.67)	49(40.83)	9(7.50)	20(16.67)	9(7.50)	
17	When I set goals and plan to work, I will be concentrated to achieve the goal.	36(30.00)	54(45.00)	6(5.00)	20(16.67)	4(3.33)	
18	work as the goals set by the belief that “where there is a will, there is a way”.	34(28.33)	45(37.50)	7(5.83)	24(20.00)	10(8.33)	
Subscale-4 Resilience							
19	I usually manage difficulties one way or another at work.	18(15.00)	48(40.00)	12(10.00)	30(25.00)	12(10.00)	
20	I usually take stressful things at work in stride	24(20.00)	37(30.83)	26(21.67)	28(23.33)	5(4.17)	
21	Although my work is failed, I will try to make it success again.	24(20.00)	35(29.17)	22(18.33)	33(27.50)	6(5.00)	
22	Although too much responsibility at work makes me feel awkward, I can go through to work successfully.	13(10.83)	44(36.67)	47(39.17)	12(10.00)	4(3.33)	
23	I am undiscouraged and ready to face with difficulties at work.	24(20.00)	46(38.33)	21(17.50)	22(18.33)	7(5.83)	
24	When I faced disappointment at work, “I fell but I could quickly get through.	24(20.00)	45(37.50)	11(9.17)	28(23.33)	12(10.00)	

Table 2: Distribution of weavers according to the level of Psychological capital, N=120

S. No	Psychological capital level	Frequency	Percentage
1	Medium (57-88)	78	65%
2	High (89-120)	42	35%

It was reported from the Table 2 that 65 percent of the handloom weavers have medium level of psychological capital whereas 35 percent has high level of psychological capital. The understanding of the influence of psychological aspects on an individual's performance, well-being and overall success gives rise to the necessity of psychological

capital assessment. These assessments are crucial for acknowledging Personal Strengths and Weaknesses, Enhancing Performance and Productivity, Promoting Psychological Well-being.

Conclusion

Psychological capital assessment can serve as a valuable tool for understanding and enhancing the psychological well-being, motivation, resilience, and overall socio-economic development of handloom weavers. By leveraging their inherent strengths and addressing their psychological needs, it can contribute to building a more sustainable and

thriving handloom weaving industry.

Majority of the handloom weavers expressed that feel confident enough to accomplish work goals, optimistic about what will happen in the future as it pertains to work, manage difficulties one way or another at work. The study concluded that most of the handloom weavers have medium level of psychological capital.

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