

The relationship between psychological capital and advisors' and female psychologists' social capital of counseling centers in Isfahan

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Abstract:

Psychological capital is one of the modern concepts that has been raised today. In fact, plotting this approach demonstrates its role and importance within social capital. Based on this, the goal of this study is to evaluate the relationship between psychological capital and advisors' and female psychologists' social capital of counseling centers in Isfahan. This study is of cross-correlation type. The statistical population of this study consists of all the counselors of Isfahan in 1392 and the statistical population consists of 60 female counselors and psychologists who were chosen by simple random sampling. To gather data, the Luthanz Psychological Questionnaires and Naz Muhammad's Questionnaires of social capital were used. Obtained data were evaluated via Pearson correlation analysis and simultaneous regression method. Results of the study showed that the

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psychological capital and its components do not have a significant relationship with social capitals in female counselors of Isfahan.

Key words: counselors, social capital, psychological capital

INTRODUCTION

Positive psychology perspective is the science of positive psychological experiences, Positive characteristics of individual, and positively oriented organizations. Which focuses on understanding and explaining happiness and feeling of subjective well-being and also accurate prediction of the factors that affect it, as a new approach in psychology. Through Positive psychology perspective, lack of psychological illness symptoms, is not a health index. But harmony, happiness and self-esteem and good characteristics as such are indicators of health, an individual's main goal in life is blooming his capacities. Thus positive perspective psychologists emphasize on existence of positive qualities and personal ability growth and consider individuals' positive psychological aspect.

Psychological capital is one of the aspects of positive psychology perspective which is explained through qualities such as belief in one's ability to achieve success, perseverance in pursuing goals, creating positive assumptions toward oneself and enduring difficulties. Also benefiting from psychological capital enables individuals to not only overcome stressful situations, but also have less anxiety, have greater ability facing difficulties, achieve a perspective toward themselves, and be less influenced by everyday matters, therefore such people also have a higher psychological health.

Studies show that changing the issue from organizational absolute sciences to paying attention to individuals' positive criteria can lead to policies and management approaches effectiveness and improving physical

and mental health of the organization employees. Similar to social and human capital, psychological capital can be managed and invested and unlike traditional capitals and visible property, it is achievable through little investment. By avoiding constant mental occupation regarding individuals' shortcomings and malfunctions by colleagues and leaders, it is possible to focus on their strengths and desired qualities and increase self-confidence, optimism, and hopefulness in employees and through this, improve individual and organizational turn over.

Seligman believes that psychological capital encompasses individuals' positive life aspects. He believes that social and human capital are manifest, are easily visible, and can easily be controlled and measured. While psychological capital is more potential and hard to measure and develop. Therefore, psychological capital is defined as one's understanding of oneself, having the goal to achieve success and stability against difficulties.

Psychological capital is a compound and interrelated structure which encompasses four conceptual-cognitive components of hope, optimism, self-efficiency, and resiliency. These components give meaning to individuals' life through an interactive and evaluative procedure, strengthen one's endeavor to change restraining conditions, prepare him to enter action, and ensure resistance and recalcitrance in achieving goals. Meanwhile, hope is a state of positive impulsive condition while considering clear goals for life. In hope, there hides the will to volition to move toward goals on one hand, and on the other evaluation of proper ways to achieve goals. Also self-efficiency is defined as individuals' judgment regarding his abilities to do an action. On one hand, optimism means having positive expectations for results and outcomes and these outcomes are considered as general and internal fixed factors. Resiliency is also positive consentaneity is not passive resistance against damages and threatening conditions, but the

resilient individual is the active participant and creator of his surrounding environment.

Cooper has shown that social capital is prior to psychological capital. Thus lack and weakness of social capital leads to individual's isolation and negative individualism and eventually will lead to weakening psychological capital. Silva showed that psychological capital increases ability of entrepreneurial success and those who benefit from an acceptable psychological capital level during pre-depression period, are more able to adapt and cope with the new situation. Olivo showed that psychological capital has a positive relationship with social capital.

Social capital is of modern concepts that is proposed in modern society economic and social evaluations. Various definitions have been provided for social capital. Social capital is a recent concept that has been proposed for the first time by French and American socialists (Toccol, Bourdieu, Coleman, Putnam, and etc.) in 1990. Social capital is a term, a network of relationships and bonds based on interpersonal social trust and interactions of individuals among units, organizations, and social groups which leads to social solidarity and cohesion and individuals and groups benefiting from social support and enjoyment of groups and individuals from necessary social support and energy to facilitate actions in order to achieve personal and group goals. Based on these explanations, Romero and Kirovskis showed that temporary social capital forms and it is possible to have a positive effect on psychological capital temporarily and in short term. In case social capital expands flexibly in selective and created network, it leads to expression of deep and stable psychological capital. In such cases, individuals' adaptive and compatible skills also increase. In addition to this, psychological capital is not formed in the vacuum. Human being is within drawn cultural and social framework and constantly receives information and

amendment feedbacks from social and cultural sources. These feedbacks are able to play a continuous role in forming goals, life meaning, resisting against pressure, and positive and negative self-evaluation. Hence, lack of supporting social networks and rupture of interpersonal relations are able to prevent personal capability demonstrations in social field. In fact, distrust spaces and social rupture, have deprived human from assertiveness and self-expression opportunity, and a great source of feedback. Lack of these resources, will obscure future outlook approaches and replace despair, hopelessness, and pessimism in individuals' perceptual and psychological systems. Reviewing study contexts indicate that studies that focus on evaluating the relationship between psychological and social capital. Therefore, providing results of the studies that come after might not be directly related to the study topic, but are considered toward records. Harfaam showed in a study that social capital reduces stress factors in life, and their risk. Social capital also can reduce effect of negative life incidents such as losing one's job. On the other hand, results of a study conducted with the goal of evaluating the relationship between immigrants' social and psychological health show that important factors such as low family support and especially loneliness, limited and inappropriate access to social services, and social humiliation are influential on impairment of psychological the health and well-being. Also inappropriate access to services, chaos in social supports, losing friends and family, play and influential role in immigrants' psychological chaos.

Results of the study that focused on the relationship between social supports and Korean students' psychological health, showed that social support has a positive relationship with psychological health of students and students with higher level of social support, have less psychological pressure and stress. Another study has shown that the more social continuity

in in the society, the healthier the society would be. In fact, social capital with the role it has in health can reduce stressing factors in life, and risk of such factors. Also social capital can reduce individuals' negative life incidents and cause compatibility in their lives. Therefore, based on what was said and regarding the fact that psychological capital is related to social capital, thus the present study was conducted with the goal of evaluating the relationship between psychological capitals with social capital in counselors of Isfahan.

METHOD

Since the nature of the present topic is to evaluate the relationship between psychological capital and social capital in counselors of Isfahan, therefore the present study is descriptive and of solidarity. Descriptive in the sense that the goal is to evaluate realities and is not intended to predict or educt statistically and solidary in this sense that it focuses on evaluating the relationship (solidarity) between variables based on study goals. The goal of this study is to evaluate the relationship between psychological capital and social capital in Isfahan councilors. In this study the predicting variable of psychological capital components and index variables encompass the components of social capital. The data obtained from execution of the Questionnaires regarding the present study were statistically analyzed by SPSS 17 software.

Statistical population and sample

The statistical population of this study includes all female counselors of Isfahan in 1392 and sampling method of this study is simple random sampling. To gather data, the Luthanz Psychological Questionnaires and Naz Muhammad's Questionnaires of social capital were used. Obtained data were evaluated via Pearson correlation analysis and simultaneous

regression method. Results of the study showed that the psychological capital and its components do not have a significant relationship with social capitals.

Instruments

Two tools were used to gather data in this study. To test psychological capital, Luthans et al. Psychological Capital Questionnaires was used. This questionnaire uses standardized value structures that evaluates hope, abundance, optimism, and self-efficiency and validity and stability of these microstructures have also been proven. This questionnaire includes 24 questions and each micro structure includes 6 choices and the subjects answered each question at Likert scale (Totally disagree to totally agree). To obtain psychological capital score, first the score of each micro scale was obtained separately and the sum was calculated as the total psychological capital. And also in the present study, its stability amount based on Cronbach's alpha was 0.87.

On the other hand to test social capital, Naz Mohammad social capital scale was used. This questionnaire was conducted in order to test social capital in female councilors of Isfahan. This questionnaire includes 28 question and its grading method is based on 5 degree Likert spectrum that the question scores are inversely 20, 19, 18 and the rest of the questions were scaled consequently (Totally agree (4) to totally disagree (0)). Naz Mohammad reported the stability of this questionnaire equal to 0.93. And also in the present study the stability amount was obtained 0.93 based on Cronbach's alpha. In order to execute this study, first the required tools were collected and then the sampling process was conducted and following that, the questionnaires were distributed among the selected samples and information about filling the questionnaire was provided. Research hypothesis used Pearson correlation

analysis with security correlation of 95% and significance level of $P < 0.05$ and simultaneous regression method.

FINDINGS

Central indices and scattering variables under study and correlation coefficients among study variables are demonstrated in table 1.

Variables	Mean	Standard Deviation	Hopefulness	Self-Efficiency	Optimism
1.Hopefulness	22.75	4.04			
2.Self-efficiency	21.27	4.46	0.70		
3.Optimism	21.20	3.61	0.54	0.48	
4.Resilience	20.45	4.31	0.69	0.65	0.59

Table 1: The mean, standard deviation and Pearson correlation coefficient between variables of the study

Based on the existing results between self-efficiency and hopefulness components (0.70) and resilience and hopefulness components (0.69) and self-efficiency have a strong solidarity.

In order to determine the influence of each of the component variables of psychological capital on social capital, psychological capital and its components were added to regression equation as predictor variables and social capital as index variable, the result of which are presented in table 2.

Change source	Sum of squares	Freedom degree	Mean of squares	F	Significance level
Regression	125.871	7	17.982	0.886	0.526
The remaining	811.608	40	20.290	-	-
Total	937.479	47	-	-	-

Table 2: The results of multiple regression analysis to predict the psychological component of capital (trust, networks, partnerships, relationships, values, mutual understanding, and commitment) with self-efficiency sub-scale

The results of credit regression analysis conducted to predict the relationship between components of psychological capital with self-efficiency sub-scale through research variables at 0.05 level were denied ($P = 0.526$ and $F = 0.886$).

Change source	Sum of squares	Freedom degree	Mean of squares	F	Significance level
Regression	209.822	7	29.975	2.144	0.061
The remaining	559.178	40	13.979	-	-
Total	769.000	47	-	-	-

Table 3: The results of multiple regression analysis to predict the psychological component of capital (trust, networks, partnerships, relationships, values, mutual understanding, and commitment) with hopefulness sub-scale

The results of credit regression analysis conducted to predict the relationship between components of psychological capital with hopefulness sub-scale through research variables at 0.05 level were denied ($P = 0.061$ and $F = 2.144$).

Change source	Sum of squares	Freedom degree	Mean of squares	F	Significance level
Regression	237.622	7	33.946	2.134	0.062
The remaining	636.294	40	15.907	-	-
Total	873.917	47	-	-	-

Table 4: The results of multiple regression analysis to predict the psychological component of capital (trust, networks, partnerships, relationships, values, mutual understanding, and commitment) with flexibility sub-scale

The results of credit regression analysis conducted to predict the relationship between components of psychological capital with flexibility sub-scale through research variables at 0.05 level were denied ($P = 0.062$ and $F = 2.1434$).

Change source	Sum of squares	Freedom degree	Mean of squares	F	Significance level
Regression	158.560	7	22.651	1.990	0.081
The remaining	455.357	40	11.384	-	-
Total	613.917	47	-	-	-

Table 5: The results of multiple regression analysis to predict the psychological component of capital (trust, networks, partnerships, relationships, values, mutual understanding, and commitment) with optimism sub-scale

The results of credit regression analysis conducted to predict the relationship between components of psychological capital with optimism sub-scale through research variables at 0.05 level were denied ($P = 0.081$ and $F = 1.990$).

CONCLUSION

Psychological capital can be used to treat mental illnesses, raise hopes of rate and to improve living standards in healthy subjects, increase levels of psychological well-being, enhance mental strength and strengthen defenses against stress, and prevent a variety of health promotion; since this issue significantly increases social and interpersonal communication skills. Therefor with increasing psychological capital, individuals' psychological wellbeing also will increase. Other findings of the study showed that psychological capital has a positive relationship with social capital. Meaning that by increasing psychological capital, social capital level also increases which is in contrast with the existing conclusions of this study, the reason of which might be difference in statistical population, sex, sampling conditions, and etc.

Psychological capital is a function of social capital and the quality and quantity of interactions id social relationships determine social capital. On one hand, individuals' social

relationships is influential on their psychological capital level. Thus changes in quality and quantity of such social relationships is influential on an individual's performance. Also the studies have shown that volatility and changes in psychological capital status at the individual and public level is harmonious with changing the amount of relationship social capital.

Thus what is bonding people and causing more repetition and continuity of interactions, is psychological capital and whenever individuals have higher psychological capital, these social interactions with others continues and is turned into more social relationship and they benefit from better social life. Findings of Helliwell show that psychological well-being has a significant and positive relationship with social capital, which is in contrast with the findings of this study, the reason of which might be difference in statistical capital, sex, sample conditions, and etc..

The main reason of this study was to evaluate the relationship between psychological capital and its components with social capital of female counselors of Isfahan. The results of this study showed that no significant relationship exists between psychological capital and its components and social capital.

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