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# Role of Psychological Capital and Burnout; The Relationship with Quality of Work -Life


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## Abstract

**Purpose:** Since there is an immediate connection between the executives and the nature of work-life, presenting new life to its staff through working on the character of work-life is the way to develop any institution. This study is to know the interrelationships of psychological capital, burnout, and quality of work-life.

**Methods:** The proposed research model on interrelationships is verified with a sample of 302 faculty members of arts and science colleges in Kerala. The conceptual framework was framed and hypotheses were constructed.

**Findings:** The results suggest that psychological capital is positively and significantly related to the quality of work-life and is positively related to employees' burnout. Burnout is positively and significantly related to the quality of work-life. Organizational ownership characteristics moderate the impacts of psychological capital on burnout and those of burnout on employees' quality of work-life as well.

**Keywords:** Quality of Work-Life, Psychological Capital, Burnout, Faculty Members

## Introduction

Improving the Quality of work life (QWL) is an extensive program, which expands workers' fulfillment also, advances their learning in the climate also, and assists them with dealing with their issues and responsibilities. The skillful and talented human resource is the most needed and ultimate parts that help the institution with attaining its objectives and target (Pillai et al., 2021). The need for workers' fulfillment with quality of work-life is an issue, which impacts practically all workers no matter what their situation or status (Agha et al., 2017). Work action is a significant practice for a person's psychological well-being, and it frames the reason for a person's independence and confidence. If inside and outer tensions in the work environment are incessant and persistent, they at last lead to burnout and change the quality of work (Kaur & Mittal, 2020). Nature of work-life is an idea, which was first proposed in the last part of the 60s. The expression 'Quality of work-life' has quickly advanced in the new years, even though there is little understanding of the significance of the expression (Saraji & Dargahi (2006). The expression has, in any case, no less than two normal applications: First, quality of work-life alludes to a bunch of results for workers, like work fulfillment learning experiences,

mental issues, work security, human relations of businesses with workers, what's more, a low pace of occurrences (Singh & Srivastav, 2012). Psychological alteration in the aspects of personality, motivation, attitude, value, perception, and knowledge is an important aspect to balance in the family as well as in the workplace (Pillai, 2020).

There was a choice of application of optimistic psychology in various disciplines of education, health care, political science, social, public health, human services, neuroscience, economics, and leadership (Donaldson & Ko, 2010). In conditions of management as well as organizational behavior, the positive psychological relevance includes two main streams focus on the positive effect of individuals and organizations in recent years: positive organizational scholarship and positive organizational behavior and its imitative psychological capital, which is described as a psychological state of individual's development (Luthans et al., 2015). However, there is little consensus about the relationship between psychological capital, burnout, and quality of work-life, especially in developing countries.

### Research Objectives

- To identify the level of psychological capital and burnout of the faculty members
- To know the relationship between psychological capital and burnout on quality of work-life among the faculty member.

### Literature Revised

#### Quality of Work-Life

Quality of work-life is major for the relationship to attract and hold agents tirelessly. Thus, it has become fundamental the keep going two seemingly forever due to the rising solicitations of the current business environment and family structure. It is described as the quality of work-life as the extraordinary endlessly states of a workspace that assist and advance laborers' satisfaction by outfitting them with proficient steadiness and grants (Taşdemir Afşar, 2015). Quality of work-life encompasses various points like working conditions, working time, strategy for compensation portion, prosperity gambles, and the load-up lead during the most widely recognized approach to noting the necessities

of the laborers (Daud et al., 2015; Ouppara & Sy, 2012). In some situations, the quality of work life is negatively associated with the stress of the employees (Aruldoss et al., 2021). In this manner, the nature of work-life incorporates a couple of money-related and non-financial benefits, as well as the leader's direction toward workers. It alluded to a couple of fundamental parts of the quality of work-life to incorporate employer stability, better prize framework, worker benefits, representative contribution, and authoritative execution (Özgenel, 2021). Eight significant theoretical classifications are connected with the quality of work-life, in particular: satisfactory and fair remuneration; safe what's more, sound working circumstances; quick chance to utilize and create human limits; a chance for proceeded with development and security; social mix in the work association; constitutionalism in the work association; work and complete living space; and social significance of work-life (Burmansah et al., 2019). The quality of work-life is a component of the pay and instructive foundation of the workers, by which higher pay and training levels prompt high quality of work-life (Ahola et al., 2010).

#### Psychological Capital

Snyder et al. (1991) depicted "trust" as a "positive inspirational express that depends on an intuitively inferred feeling of fruitful (1) organization (objective coordinated energy) and (2) pathways (intending to meet objectives)". Trust specifies "the conviction that one can track down pathways to wanted objectives and become spurred to utilize those pathways" (Snyder et al., 2002). This mental source dynamically contributes trust that the goal will be accomplished. Confident workers express the ability to strike to foster various pathways to accomplish their objectives. The subsequent positive build is "confidence". Described by Carver and Scheier (2002) that "hopeful people will be individuals who anticipate that beneficial things should happen to them; worry warts are individuals who anticipate that awful thing should happen to them". This clarification depicts the hope system used to recognize hopeful individuals and cynical individuals in an association. Despite individual capacity, hopeful staff individuals are individuals

who have positive assumptions for results for themselves in workplaces. They are individuals who have forward-looking convictions paying little mind to previous issues or misfortunes. “Viability” is individuals’ assurance in their ability to achieve a particular objective in a particular condition. It is additionally characterized as individuals’ confidence in their capacities to create assigned degrees of execution that impact their lives and conclude how individuals feel, think, animate themselves, and act (Judge et al., 2007). Sets up with high usefulness are depicted as relentless pursuit and tenacious endeavors toward accomplishment and are coordinated by confiding in their triumphs. At last, Luthans (2002) characterized “strength” as a “psychological ability to bounce back, to quickly return from difficulty, vulnerability, struggle, disappointment, or even sure change, progress and expanded liability”. Applying flexibility to the expert level in a firm, laborers can conform to very testing conditions decidedly

## Burnout

Burnout is a condition for a used individual and is a consequence of very sturdy and unrelenting work pressure so the singular experiences energy setback. Burnout is a kind of near-and-dear exhaustion got together with the psycho-real pressure or stress of work and the work environment (Nguyen and Ngo, 2021). Work burnout rises out of the response to long stretch pressure in the workplace, and this problem is associated with the workspace, wherein one’s points of view towards tries and endeavors in the workspace are unfavorably affected. People with burnout much of the time experience the evil impacts of headaches, rest tangle, fractious disposition, strain, bitterness, and hypertension (Shafiei et al., 2013). Work burnout diminishes intellectual ability and, in this manner, achieves diminished work satisfaction and extended mix in definitive obligation as well as individual injury. The lopsidedness between suppositions, data, and capacities of laborers on one hand, and occupation requirements, work resources, furthermore, commitments of course lead to burnout (Saygili et al., 2020). Likewise, high obligations and the shortfall of social assistance are among the other critical bet factors for this idiosyncrasy.

## Methology

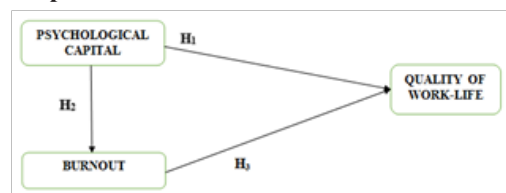
### Data and Sample

The population included faculty members of arts and science colleges in Kerala State. The study used Purposive sampling and was conducted in the terms of the subjects and their inclination to contribute to the study. The population, researcher received responses from 386 samples. The structured measurement scale was circulated to gather the primary data from the respective respondents.

### Measures

The structured measurement scale consists of four sections. The first section deals with the demographic profile of the respondents. The second section consists of psychological capital, which has 12 items adapted from (Kamei et al., 2018), the third part includes burnout has 5 items derived from Maslach Burnout Inventory (MBI) and the final part deals with the quality of work-life has 35-items adapted from Walton (1973).

### Conceptual Framework



### Hypotheses Development

- **H<sub>1</sub>:** Psychological Capital is positively and significantly related to the Quality of Work-Life
- **H<sub>2</sub>:** Psychological Capital is positively related to Burnout
- **H<sub>3</sub>:** Burnout is positively and significantly related to the Quality of Work-Life

### Analysis and Interpretation

**Table 1 Demographic Profile of the Respondents**

Category	Item	Respondents	%
Gender	Male	160	52.98
	Female	142	47.02
Age (in years)	Less than 30	72	23.84
	31 – 40	110	36.42
	41 – 50	66	21.85
	51 & above	54	17.88

Discipline	Arts	134	44.37
	Science	168	55.63
Working as	Aided	132	43.71
	Self-Finance	170	56.29
Experience (in years)	Less than 5	78	25.83
	6-10	80	26.49
	11-15	101	33.44
	16 & above	43	14.24

**Source:** Field Data

According to the above table, out of 302 respondents, 160 were males and 142 were females. Under the age category, 72 respondents opted to be

less than 30 years old, 110 respondents opted to be 31 - 40 years old, 66 respondents opted to be 41 - 50 years old, and 54 respondents opted to be 51 and above years old. 134 respondents belong to the arts discipline and 168 respondents belong to the science discipline. 132 respondents were working as aided professors and 170 respondents were working as self-finance professors. 78 respondents have less than 5 years of experience, 80 respondents have 6 – 10 years of experience, 101 respondents have 11 – 15 years of experience, and 43 respondents have 16 and above years of experience.

**Table 2 Average Variance Extracted (AVE), Alpha, and Composite Reliability**

Variables	AVE	Alpha	Composite Reliability	Inference
Psychological Capital	0.764	0.926	0.963	Reliable
Burnout	0.618	0.831	0.816	Reliable
Quality of Work-Life	0.841	0.912	0.792	Reliable

**Source:** Field Data

From the above table – 2, all the variables greater than the acceptable range indicate strong reliability. The value of the average variance extracted is greater than 0.5. The composite reliability is also greater than the 0.7 range. The Cronbach's alpha is more than 0.7. The alpha value of psychological capital was 0.926, burnout has 0.831, and quality of work life has 0.912.

The correlation analysis displays that the relationship between psychological capital and quality of work-life has 0.816, between burnout and quality of work-life has 0.762, and the quality work

life has 0.852. It represents a strong relationship between the variables.

**Table 3 The Correlation between the Variables**

Factors		Quality of Work Life
Psychological Capital	Pearson Correlation	0.816
	Sig.	0.000
Burnout	Pearson Correlation	0.762
	Sig.	0.000
Quality of Work Life	Pearson Correlation	0.852
	Sig.	0.000

**Source:** Field Data

**Table 4 Summary of Hypotheses Testing**

Variable	Original Sample	Sample Mean	Sd	T stat	p value	Inference
PC ---> QWL	1.062	1.085	0.105	8.283	0.000	Supported
PC ---> Burnout	0.859	0.840	0.028	2.723	0.024	Supported
Burnout ---> QWL	0.387	0.239	0.129	2.458	0.471	Supported

As the result, the psychological capital with the quality of work life has (coefficient = 1.062, t-value = 8.283, p value = 0.000), psychological capital with burnout has (coefficient = 0.859, t-value = 2.723, p value = 0.024), and burnout with the quality of work life has (coefficient = 0.387, t-value = 2.458, p value = 0.471).

## Conclusion

Burnout is a condition for a utilized individual and is a result of super durable and incessant work pressure so that the individual encounters energy misfortune. The job of psychological capital is featured in this review. Rising representatives' psychological capital may be an adequate system

for upgrading the workers' nature of work-life and decreasing position burnout. Organizations ought to remember psychological capital for their enrollment and intend to build the likelihood of recruiting faculty with an elevated degree of mental capital. In light of the after-effects of this review, it is affirmed that suitable techniques and staff arrangements ought to be carried out in associations through upgrading the Legend (trust, adequacy, flexibility, and idealism) of workers. Today's productivity does not mean much more work, by the course of time labor relations have been changing and organizations began to understand that QWL cannot be dissociated from the quality of human life, thereby affecting human productivity performance even indirectly.

The intensification of increasing competitiveness in business and rapid changes require to companies have "a greater ability to adapt themselves to new realities and needs to achieve the total quality. These exercises can be executed by various adaptable strategies like customary up close and personal and web-based instructing or by applications, cell phone games, and gamification techniques.

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