

# Research on the Relationship between Psychological Capital and Workplace Happiness

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**Abstract:** The theory of psychological capital not only pays attention to the competitive advantage and employee performance of the organization, but also emphasizes the growth and development of employees, which opens up a new perspective for the study of employees' professional well-being. Occupational well-being is a reflection of subjective well-being in the workplace, and refers to employees' positive and negative emotional experiences and cognitive evaluations of their work. After controlling the determinants of other occupational well-being, a model of the effect of psychological capital on occupational well-being is constructed, and the model is used to obtain experimental data. By analyzing the experimental data, it can be concluded that the stronger the psychological capital, the stronger the professional happiness.

**Keywords:** Positive psychology; Psychological capital; Workplace happiness;

## 1. Introduction

The concept of psychological capital first appeared in the West. As a foreign concept, when introducing China, it is necessary to consider the influence of Chinese culture. The concept of introducing organizational behavior from the West must take into account the impact of cultural differences. Westerners are the "independent self" behavior, the Chinese are the "interdependent self" behavior, and the "interdependent self" Chinese people need to be positive about the "methods of interaction with others" and the Westerners who are "independent self". Therefore, their psychological capital is divided into transactional psychological capital and interpersonal psychological capital, in which, the transactional psychological capital is close to the psychological capital proposed by the early Western world, and the interpersonal psychological capital is the concept of more Chinese characteristics and localization.

Due to the differences between Chinese and Western cultures, there are also differences in the concept and dimensions of psychological capital. Psychological capital is composed of transactional psychological capital and interpersonal psychological capital. The concept of psychological capital introduced by transactional psychological capital is similar, including progress, self-confidence, self-confidence and tenacity. The interpersonal psychological capital with more Chinese characteristics and localization includes gratitude, courtesy, tolerance and sincerity [1]. Wu Weijiong also did research on related psychological capital and was verified in the teacher sample. He believes that psychological capital includes

transactional psychological capital composed of resilience, optimism, and expectation, and interpersonal psychological capital composed of self-confidence, emotional intelligence, gratitude, moderation, and altruism. Therefore, exploring the impact of psychological capital is to study the professional happiness of employees from a new perspective.

## 2. Interaction between Psychological Capital and Professional Well-being

According to Horn's professional happiness model, job satisfaction is an important component of professional happiness. Therefore, it can partially represent professional happiness, and can indirectly infer the relationship between professional happiness and psychological capital. Some scholars also apply the research of people's positive psychological state to the working environment, and try to assess the impact of employees' positive mentality on the company. Psychological capital and professional well-being are both positive emotions in work, and there are links that cannot be ignored [2]. However, some researchers believe that the relationship between the subjective well-being of the unemployed and the re-employment behavior will be regulated by psychological capital. That is to say, the more psychological capital the unemployed have, the more the unemployed's employment behavior increases under the influence of subjective satisfaction. Therefore, organizations can improve labor productivity and reduce unemployment by improving employee psychological capital and subjective well-being. In domestic research, Wu Weijiong and others in the study of teacher samples, concluded that psychologi-

cal capital promotes professional well-being through energy supplementation and motivation-inducing dual processes. And in China and its cultural background that

emphasizes interpersonal influence, the role of interpersonal-related psychological capital in occupational well-being is particularly evident.

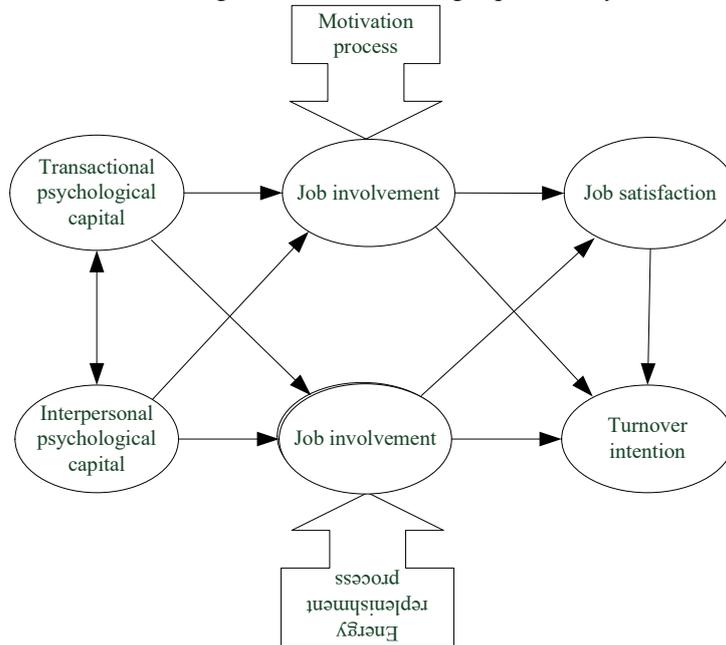


Figure 1. Interaction model between psychological capital and occupational well-being

Therefore, Figure 1 shows the interaction process model of psychological capital to determine occupational well-being. Regarding the relationship between psychological capital and professional well-being, domestic Wu Weijiong, Liu Yi and others made a study on the relationship between psychological capital and professional well-being in 2002, but the research object is still the teacher [3]. Therefore, the researcher takes the teacher as the research object, combines the psychological capital with Chinese characteristics and the professional happiness of the employees, and obtains the interaction process between psychological capital and its internal structure and the professional happiness of the employees.

At the same time, HornTaris proposed a five-dimensional model of professional well-being in 2004. He believes that professional happiness consists of five dimensions: emotion, work, behavior, cognition and health.

The emotional dimension is similar to the emotional dimension described by Ryff in 1995, but Horn et al. added three factors to enrich the concept of professional well-being, namely emotional exhaustion, job satisfaction and organizational commitment. Emotional exhaustion refers to the state in which an individual excessively consumes emotional resources and feels extremely emotionally exhausted [4]. This concept is similar to Warr's burnout and enthusiasm dimensions. Job satisfaction is in terms of composition, and emotional components are dominant, including behavioral and cognitive components, so they are classified as emotional dimensions. Organizational

commitment is the embodiment of employee's recognition, loyalty and sense of belonging to the organization, which can enhance organizational cohesion and enhance the emotional connection between employees. Therefore, organizational commitment is an emotional dimension. The work dimensions include autonomy, ambition, and ability to work. This dimension includes work-related ambitions, achievement motivations, work motivations, and self-efficacy [5]. The behavioral dimension has two meanings. One is the positive level, which is the degree of social performance of the individual in the work. The second is the negative level, which is reflected in the negative and indifferent relationship between the individual and the colleague. It also shows the speed at which employees obtain information, the degree of work, the concentration of attention, and so on. Emotional exhaustion emphasizes the burnout of employees' work feelings, work enthusiasm, weak motivation, negative treatment of work and related matters. The health dimension is all aspects of employees' physical and mental health at work. It is caused by work-related health problems and manifests as physical discomfort, pain or disease [6]. As a separate dimension, physical and mental health affects people's happiness and is an important part of happiness.

### 3. Psychological Capital Promotes the Improvement of Professional Happiness

In general, individuals with strong mental capital can gain more professional well-being at work. According to the top-down theory, those optimistic individuals will feel that there is nothing in the work that can stump them, and they are full of hope for the future, even when they

are in trouble [7]. For individuals with such strong psychological capital, they will fully invest in their work and gain more work performance, which will be recognized and respected by superiors and colleagues, and the happiness of natural occupation will be stronger.

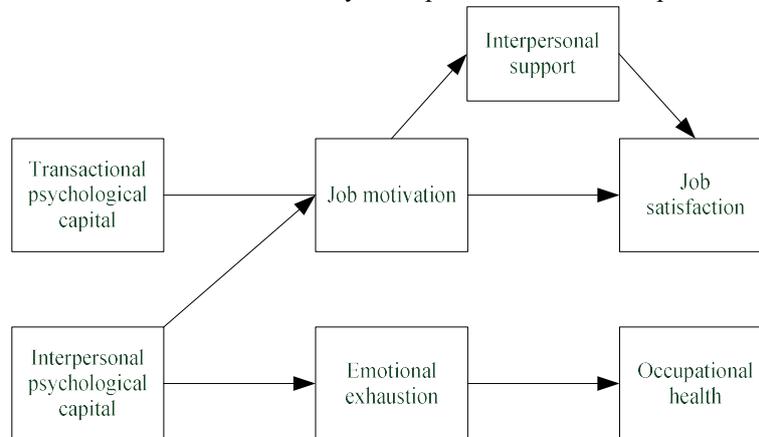


Figure 2. Model of the impact of psychological capital on occupational well-being

Figure 2 shows the hypothesis of the impact of psychological capital on occupational well-being. According to Wright’s definition of job well-being in 2002, and the work requirements proposed by Demerouti et al. in 2004 - the resource theory model, the impact model of occupational well-being is divided into two processes: positive and negative. The two dimensions of local psychological capital: transactional psychological capital and interpersonal psychological capital have positive and negative effects on professional happiness. The process of psychological capital → work motivation → interpersonal support → job satisfaction is a positive process; psychological capital → emotional exhaustion → occupational health influence process is a negative process.

Starting from the theory of expectation, individuals with stronger psychological capital (mainly transactional capital), even if they encounter many difficulties in their work, are willing to believe that their efforts can improve the current state. They have the confidence to overcome whether they are working problems or interpersonal problems [8]. For example, making a small mistake in your work may affect your career or promotion, income, etc., and it will also hinder the company’s business. For those who have weak psychological capital, that is, those who lack optimism and positive attitude, they may fear that their interests will be lost and choose to evade responsibility, or push the mistakes to others, and adopt an attitude of inaction. But for those with strong psychological capital, those who are optimistic and confident, they will first admit their mistakes. Then they can guarantee that they can take other measures to make up for it or solve the problem. They will put more energy and enthusiasm in the future work, thus ensuring the quality of future work and achieving higher job performance [9]. In

turn, after achieving higher performance, the individual’s professional well-being will rise, and there will be more value recognition for the profession and work. Moreover, the superiors and colleagues will give more affirmation to further motivate the employees’ work enthusiasm, and when they face similar difficulties in the future, they will be more proficient in solving them and more confident in doing everything related to work. According to the activity theory, an individual with strong psychological capital will be more recognized for his ability to work, and will be brave in his work. Therefore, there will be special attention to work-related matters, so that in life, you will naturally get more satisfaction and happiness.

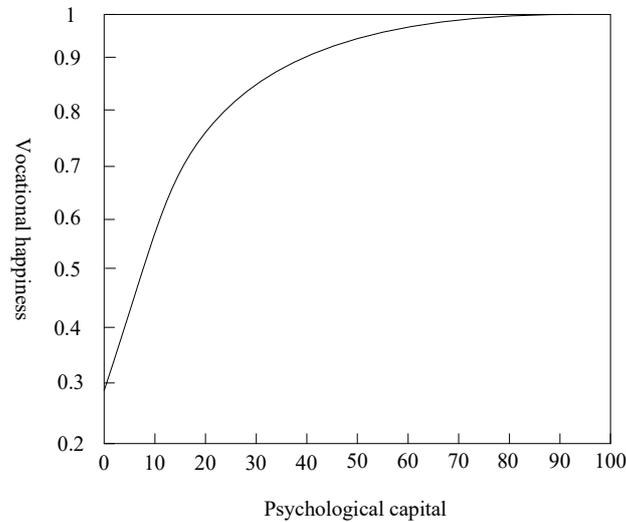
Figure 3 can be referred for the improvement of psychological well-being in terms of professional well-being. Figure 3 is a scale diagram of psychological capital and occupational well-being. The ratio between psychological capital and occupational well-being is depicted as a graph shape. This gives a detailed expression of the ratio between psychological capital and professional well-being, which is conducive to the reference of enterprises in improving their professional well-being and clearly understanding how much psychological capital needs to be enhanced for each unit of professional well-being.

#### 4. Psychological Capital has a Predictive Effect on Occupational Well-being

Psychological capital has a predictive effect on occupational well-being. The main manifestation is that after controlling demographic variables, psychological capital has a significant positive predictive effect on career motivation, effectiveness, and professional well-being in professional well-being. Interpersonal psychological cap-

ital has a significant positive predictive effect on cognitive fatigue and occupational well-being in professional well-being [10]. From the empirical point of view, it proves that psychological capital has a causal relationship

with subjective well-being. Psychological capital is the basis and premise of subjective well-being. Individuals with positive psychological capital are more optimistic and active, and can better adapt to the environment.



**Figure 3. Ratio of psychological capital to occupational well-being**

According to the Resource Conservation Theory (COR), individuals are actively working to maintain, protect and build the valuable resources they believe [11]. As an individual trait resource, psychological capital can provide positive motivation for individual work and life. Transactional psychological capital, such as hope, tenacity, optimism, etc., enables individuals to have an optimistic interpretation style, good frustration and hope for the future. When faced with difficulties, self-efficacy is good,

motivation is high, and expectations are high. It is conducive to the difficulty of overcoming and thus achieving a higher sense of accomplishment [12]. Interpersonal psychological capital employees are willing to accept new interpersonal relationships, new knowledge and teaching methods when working, pay attention to the inner experience of themselves and others, and pay attention to the harmony of interpersonal relationships. It helps to have a positive impact on employee professional well-being.

**Table 1. Comparison of Several Occupational Happiness Models**

Dimension	Type 1	Type 2	Type 3
<b>Emotional aspect</b>	Be rich in emotion	Be rich in emotion	Emotional exhaustion
<b>Self aspect</b>	Strong autonomy of personal growth	Strong autonomy	Professional ability autonomy
<b>Human relations aspect</b>	Good	Good	Deindividuation
<b>Cognitive aspect</b>	Normal cognitive state	Normal cognitive state	Cognitive fatigue
<b>Health aspect</b>	Healthy	Healthy	The physical and mental illness

In Table 3, different research scholars also proposed different types of professional happiness model evaluation dimensions, which is conducive to specific analysis and evaluation for different situations. It is also conducive to the comparative analysis of the differences in the evaluation dimensions of different occupational well-being [13]. However, in general, individuals with strong psychological capital can gain more professional well-being at work. According to the top-down theory, those optimistic individuals will feel that there is nothing in the work that can stump them, and they are full of hope for the future, even when they are in trouble [14]. For individuals with such strong psychological capital, they will fully invest in their work and gain more work performance, which will be

recognized and respected by superiors and colleagues, and the happiness of natural occupation will be stronger. According to the activity theory, an individual with strong psychological capital will be more recognized for his ability to work, and will be brave in his work, so he will pay special attention to work-related matters. This will naturally lead to more satisfaction and happiness in the work.

For individuals with strong interpersonal mental capital, the relationship with other colleagues can be properly handled when working in an organizational unit. For example, those who understand tolerance and forgiveness, even if they meet some of their colleagues at work, are not very satisfactory. If you are a superior, you will not

directly criticize education for those subordinates who make mistakes at work, or even adopt simple and rude methods such as lowering salary and demotion. Instead, you will use your own tolerance to make the other party aware of your mistakes through euphemistic wording and methods, so as to learn lessons and avoid making mistakes again in the future [15]. And if a colleague around him makes a mistake, or has a misunderstanding with himself, an individual with strong psychological capital will first reflect on whether he has done something wrong. Then he is openly discussing the issue with the other party, which has a great positive effect on teamwork.

## 5. Conclusion

For those who are very optimistic and self-confident, who are brave enough to challenge themselves, who are difficult to persevere and who are tolerant and grateful, they have a higher probability of obtaining professional happiness at work and are more likely to have professional happiness. Occupational well-being is a continuous pleasant experience of the individual at work, and it is a positive psychological state in which the individual realizes his or her needs, exerts his or her own ability, and experiences growth. Occupational well-being is an important part of employee happiness experience and professional life. It is the premise and driving force for employees to do their work and career development. Professional happiness is also an indicator to measure individual work and quality of life. Employees with higher levels of psychological capital are rich in psychological resources, optimistic, self-effacing, gratitude, altruism, self-confidence and self-efficacy. They are easy to get support from others in work and life, which is conducive to the development of work. Therefore, if you want to have more happiness in your work, you need to constantly improve your mental capital. This will not only benefit the performance of the organizational unit, but also benefit the individual's growth.

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