

CHAPTER 2

**OBJECTIVES, REVIEW OF
LITEARATURE & HYPOTHESES**

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2.1 Aims and objectives of the study

Present study aims to explore the concept of positive psychological capital, creativity and psychological well-being among undergraduate and post graduate students. It is important to be mentioned here that the study was still an unexplored area so, the present study is of utmost value and it will fill the void of knowledge in the area concerned. By looking at the facts, the present study was aimed at studying positive psychological capital as the predictor of creativity and psychological well-being among undergraduate and post graduate students.

2.2 Objectives of the Study

Following objectives are taken after considering the concept and theories:

1. To develop an understanding about positive psychological capital.
1. To measure the psychological well being among undergraduate and postgraduate students.
2. To measure the creativity among undergraduate and postgraduate students.
3. To study the influence of positive psychological capital on psychological wellbeing among undergraduate and postgraduate students.
4. To measure the influence of positive psychological capital on creativity among undergraduate and postgraduate students.

2.3 Rationale of the study

For students at higher educational level creativity is important to perform better at today's conceptual world. To have better psychological growth and development, psychological wellbeing is to be higher. Positive Psychological Capital is a higher order core construct that can play significant role as predictor of psychological wellbeing and creativity. Mostly researches were carried out in organizational context. But among students Psychological Capital may play important role too. Indeed Psychological Capital provides and contributes to the new approach and perspective to study the concept of psychological wellbeing and creativity. The concept of well being and creativity is subjective and open to explore new dimension which will predispose these two factors. These positive psychological resources may predict wellbeing and creativity. The present study has been conceived to explore role of Positive Psychological Capital in these two specific areas. The study will test a model proposed that positive psychological capital will play role of predictor of wellbeing and creativity among graduate and postgraduate students.

2.4 Review of Literature

Review of literature is an essential part of the research process which generates idea, helps in developing questions and is regarded as instrumental in the process of research design. It also helps the researcher in avoiding any duplication of work done earlier. It helps in recognizing their research gap and also provides information about the fields, which remained unexplored. From the review of literature we get clear idea above idea the way the subject could be studies and the tools to be employed for measuring the relevant factors of the study. For the present investigation only few studies are available. This field of research gets attention recently in India. Here an

attempt has been made to present a brief review of some studies which appear to be relevant with present topic of investigation. The literature of last 20 (twenty) years has been reviewed (1989 to 2014).

❖ Anders Richtener and Hans Lofsten (2014) conducted a study to examine the relationship between resilience and creativity in organization. Data were collected from medium-sized firms by survey method. Results showed that organizational resilience is positively related to creativity. It indicated that organizations need to develop the capacity for resilience and it will help to have a creative organization.

❖ Michelle D. Keye & Aileen M. Pidgeon(2013) conducted a study to explore the role of mindfulness and academic self-efficacy in predicting resilience among university students. A sample of 141 students (39 male and 102 female) were taken and asked to fill up The Freiburg Mindfulness Inventory, The Beliefs in Educational Success Test and The Connor- Davidson Resilience Test. The results showed that mindfulness and academic self-efficacy was significant predictor of resilience. It indicated that resilience is influenced by mindfulness and self-efficacy.

❖ Ali Mostofai , Mohaidin and M.A. Mostofai (2012) conducted a study to investigate relationship between self-efficacy and its subscales with general health in university students. A sample of N=321 university students were randomly selected. Data was collected by using measures of Goldberg's general health questionnaire and general self-efficacy scale. Data was analyzed by applying Pearson correlation coefficient and regression analysis. Results indicated that self-efficacy has a positive

correlation with general health and negative correlation with somatic symptoms depression.

❖ Armenio Rego, Filipino Sousa, Carla Morques and Miguel Pina E. Cunha(2012) conducted a study to examine relationship between self-efficacy and hope and positive affect and creativity. Data were collected from 507 retail employees and asked to fill up self-reported questionnaire on hope, self-efficacy, positive affect and their supervisors reporting employee's creativity. Results showed that hope and self-efficacy is able to predict creativity and positive affect also predicts creativity. Results also showed that positive affect mediates the relationship between both dimensions of psychological capital that is hope and self-efficacy and creativity.

❖ Chia-Shiang Hsu , Li-ling Hsu and Miyo-Chien Hsu (2012)conducted a study to examine the psychological capital antecedents effect and second order variable on prior IS project team members creativity. The study consists of sample from a information software developer company located in Taiwan. Data was collected from project members(N=250). Data was collected by an online survey system using questionnaire to assess psychological capital and creativity. The result indicated that psychological capital is comprised of four basic positive psychological constraint. Result also showed that psychological capital significantly affects team member's creativity.

❖ Datu and Jesus Alfanso (2012) conducted a study to describe the relationship between the degree of subjective well-being and level of self-efficacy among the adolescents. The sample consists of 200 adoecents (131 female and 69 male) age

ranges from 15-19 years in a private sectarian college. Data was collected by using Oxford happiness questionnaire and general self-efficacy scale. Data was analyzed by applying correlational technique. Results indicated that subjective well-being is significantly related to self efficacy ($r=0.32$, $P<.01$).

❖ Elisa Kern de Castro , Clarissa Ponciano , Bruna Meneghetti , Marino Kreling and Caroline Chem (2012) conducted a research to examine the quality of life , self-efficacy and psychological well-being in adults with cancer. A sample of 50 patients was collected for the study. Data was collected by using self-report questionnaire two time period. Results indicated that there was no significant difference in quality of life, self-efficacy and psychological wellbeing between Time 1 and Time 2. However , men had a better psychological well being between Time 1 and compared with the women. The self efficacy was found to be significant predictor at Time 2. Quality of life , explaining 71.9% of its variance. It was also found in period of one year; the quality of life, self efficacy and well being were stable.

❖ Kevin Rand, Allison Martin and Ananda Shea(2012) conducted a research to investigate whether hope boost performance of the students. The sample consists of 86 students of at McKinney school of law. Data was collected by a series of questions about their level of hope and optimism. Also information was collected about their undergraduate grade-point average and law school admission test scores. After four months their first semester marks were collected. Results showed that high rates of hope correlated to higher laws school GPA, as did higher undergraduate GPA. Higher

level of hope predicted psychological wellbeing and life satisfaction among surveyed participants.

❖ David Sweetman , Fred Luthans, James B. Avey and Brett c. Luthans(2011) conducted a study to examine the relationship between psychological capital (hope, self-efficacy, optimism and resilience) as a combined core construct with measured creative performance on a task exercise. A large heterogeneous sample of N= 899 were taken for the study. Results indicated that all the resources were significantly related to participants' performance on the creative exercise. Also overall psychological capital predicted creative performance over and above each of the four basic components.

❖ Hosein Souri and Turaj Hasanirad (2011) conducted a study to examine the relationship between resilience, optimism and psychological well-being. Data were collected from four hundred fourteen students of medicine (213 male and 191 female) by using cluster sampling technique. The students were required to fill up Ryff's scale of Psychological well-being, Connor-Davidson Resilience scale and Scheier and Carver's Life Orientation test. The results showed that resilience is positively related to psychological well-being and able to predict well-being. It was also found that optimism was positively related to psychological well-being and played a mediator role in the relationship between resilience and psychological well-being .The results indicated that psychological well-being is influenced by resilience and optimism.

❖ Lamoureux Brittain (2011) conducted a study to explore potential mechanisms through which chronic and acute stressors as well as personal resiliency resources influence the psychological wellbeing of inter-city women over time. A sample of 374 women was taken from low income inner city population. Data were collected from the sample by posttraumatic stress and depressive symptom data from initial interview and 12 month follow-up. Results showed that those women were having personal and social resource coping better. Resource loss was found to be important predictor in psychological well-being. Resilience was one of the important personal resources in dealing with stressors.

❖ Linda Wilmshurst, Marella Peele and Luke Wilmshurst(2011) conducted a study to examine psychological wellbeing and self- concept in college students diagnosed with ADHD. They surveyed 17 undergraduate students with ADHD and 19 undergraduate students as control condition concerning academic and receiving emotional support from family and friends. Data was collected from students on Connor's continuous performance test, Connor's adult rating scale, Tennessee self concept scale and psychological wellbeing scale. Results indicate that there was not significant difference between the groups for self-concept and psychological wellbeing level. It also showed that environmental mastery dimension of wellbeing scale was the strongest predictor of self concept for ADHD group. Positive correlation with other dimensions of wellbeing was stronger predictor of self concept for the control group.

❖ Mohammad Abbas and Usman Raja (2011) conducted a study to investigate the effects of psychological capital on supervisory-rated innovative performance. Data collected from a diverse sample of 237 employees working in various organizations in Pakistan. The results indicated that psychological capital was positively related to innovative performance ($r=0.20$, $p<.05$). High psycap individuals were related as exhibiting more innovative or creative behaviors than low psycap individuals by their supervisors. Result also showed that Psycap has significant influence on innovative performance.

❖ Abaid Ur Rehman and Anis Ul Haque (2010) conducted a study to examine the moderating role of perceived job self-efficacy in relationship between interpersonal conflict at work and job related outcomes. The sample consists of $N=246$ workers from manufacturing sector by using purposive sampling technique. The results showed interpersonal conflict at work was positively and significantly related to turnover intention, on the other hand it was found to negatively relate to organizational commitment and psychological wellbeing. Perceived job self-efficacy was significantly positively related to psychological wellbeing and organizational commitment and significantly negatively related to turnover intention. Results from regression analysis showed that perceived job self-efficacy did not moderate the relationship between interpersonal conflict and job related outcomes and psychological wellbeing.

❖ James B. Avey, Fred Luthans, R.M. Smith and N.F. Palmer(2010) conducted a study to analyze the relationship between psychological capital and two measures of psychological wellbeing. The study hypothesized that employees' psychological capital is positively related to their psychological wellbeing and when

measured overtime, employees' psychological capital will explain additional variance in their psychological wellbeing at Time 2, controlling for their previous level of psychological wellbeing at Time 1. The sample consisted of 281 employees from diverse industries, occupation and job level. Data was collected by mailing them questionnaires. The result showed that employees' psychological capital was related to both measures of wellbeing as correlation between psychological wellbeing questionnaire and Psycap was found to be $r=0.75$ and correlation between GHQ and Psycap was found to be $r=0.59$ both at .01 level of significance. Psychological capital was significantly correlated with both measures of psychological wellbeing at both Time1 and Time2, though the relationship was stronger and more stable for the Index of PWB($r=.47, p<.01$) than for the GHQ at Time 1 and Time 2($r=.24, p<.01$ and $r=.27, p<.01$). Results also indicated that psychological capital at Time 1 offers a small but significant increase in explained variance for the criterion of PWB at Time2.

❖ Jonathan Redelinghuys , Itumaleng P. Khumalo , Q. Michael Temane and Marie P. Wissing (2010) conducted a study to investigate whether general self efficacy moderated the relationship between stress and positive mental health in an African context. The study had a sample of 1050 participants. Data was collected by using Mental Health Continuum – short form , the general health questionnaire , two indices of general self efficacy. Data was analyzed by applying step wise multiple regression analysis. Results indicated that general self efficacy moderates the effect of stress related indices of psychological distress on emotional , psychological and social well-being. It means that general beliefs in one's abilities are thus significant resource in lessening the negative effect of stress on wellbeing.

❖ Karwowski Maciej(2010) examined predictors of creative self-efficacy among school students. A large sample of N=1878 was collected for the study from polish school students. Results indicated that creative self-efficacy is significantly predicted by creative abilities as well as self reported originality with 12 percent of the criteria. Analysis of potential antecedents of creative self-efficacy showed that it is connected with gender, socio economic status, locality size. Male students were characterized by higher self-efficacy than female students and they tended to overestimate their creative self-efficacy as predicted by abilities. Female underestimated their creative self-efficacy. Socioeconomic status moderated the relationship between creative abilities and self-efficacy with stronger association between abilities and efficacy in high SES students.

❖ Liz Day, K. Honson, John Maltby, Carmel Prcotor and Allen wood(2010) conducted a longitudinal study to examine whether two-dimensional model of trait hope predicted degree score after considering intelligence, personality and previous academic achievement. The study consists of sample of N=129(52 males and 77 females) students. Data was collected to measure trait hope, general intelligence, five-factor model of personality, divergent thinking as well as objective measure of their academic performance before university and after final degree scores. The findings suggest that hope uniquely predict objective academic achievement above intelligence, personality and previous academic results.

❖ Michelle S.W. Shum, Toby M.Y. Tong, Wing Ling Li & Sing Lau(2010) conducted a study to examine the relationship between hope and creativity. The study taken a sample of 824 primary and secondary school students. Results indicated that

there were grade and gender differences as well as interaction effects between hope and creativity in children and adolescents. Results also showed that creativity is closely related to hope. It indicated that designing intervention programs that prepare and equip youngsters with positive attitude and effective problem solving skills when they encounter obstacles.

❖ Reza Gharoie and Ahangar (2010) conducted a study to examine the relationship of personality dispositions, cognitive and decision making style with resilience of management students. A sample of 130 students were selected randomly between age group of 20-25 years from a management faculty in Tehran . Data were collected by using resilience inventory, MBTI , Cognitive style inventory and decision making inventory. Results showed that resilience has a positive association with thinking personality type and a inverse relationship with feeling personality type. Also systematic and intuitive cognitive style has shown positive relation with resilience and systematic-cognitive style has shown significant influence on resilience.

❖ Samuel O. Salami(2010) conducted a study to examine how emotional intelligence, self-efficacy and psychological wellbeing relate to students' behavior and attitudes. The study consists of a sample of N=242 students from a college in Kwara state in Nigeria. Data was collected on measures of emotional intelligence, self-efficacy, psychological wellbeing and students' behavior and attitudes. Research results indicated that the need to emphasize positive psychology in improving the

positive elements in students proactively. There was a significant positive correlation between self-efficacy and psychological wellbeing($r= 0.28$, $p< .05$).

❖ Satoris S. Culbertson, Clive J. Fullager & Maura J. Mills(2010) conducted a study to examine the relationship between psychological capital and employees eudaimonic and hedonic well-being. Data were collected from hundred and two employees over a two weeks interval. Results showed that the relationship psychological capital and hedonic well-being after two weeks interval is mediated by eudaimonic well-being. Results also showed that eudaimonic well-being was significantly associated with daily positive moods and daily life satisfaction and psychological capital.

❖ Shelly –Aun William , marie P wising , sebastiaan Rothmann , Q . Michael Temane (2010) conducted a study to examine the prediction of psychological outcome such as psychological well being by general self efficacy and work condition. The study consists of a sample of 459 (151 male, 273 females) public sector employees age ranging between 25-55 years. Data was collected by using the general self efficacy scale, the job demand resource scale , work engagement scale , the satisfaction with life scale and the effectometer to short form. Data eas analyzed by calculating multiple regression analysis. Results showed that self efficacy predicts significantly both psychological well being and engagement at work. General self efficacy moderated the relationship between work context and psychological outcomes.

❖ Victor Savicki and Luura Riolli(2010) conducted a study to investigate how psychological capital will mitigate the effect of stress on various indices of psychological wellbeing. The sample consist of N=141 business students from a university in the United Kingdom. Data was collected from the students on standardized scale and questionnaire two times. First time it was after mid-tem examination and prior to final examination. At second time after the final examination .Result showed that students stress level was significantly positively correlated with psychological capital and health problems and inversely correlated with satisfaction in life. It was also found that psychological capital was significantly negatively relate to psychological symptoms and psychological health and positively correlated with satisfaction in life. Results also indicate that psychological capital is a sufficiently strong mediator between students satisfaction in life and health problems. Psychological capital has a mediator power between psychological wellbeing and other factors.

❖ Karina Nielsen , Joanna Yarker , Raymond Randall, Fehmidah Munir (2009) conducted a study to examine the mediating effects of team and self efficacy on the relationship between transformational leadership and job satisfaction and psychological wellbeing in healthcare professionals. The study consists of a sample of 274 elderly healthcare professionals working in two elderly healthcare centers in Danish local government. Data was collected by using measures of self efficacy and team efficacy , leadership style , job satisfaction and psychological well being.

Results showed that both team and self efficacy were significant mediators of relationship between transformational leadership and well being.

❖ L.G. Kvarme , Kristin Haraldstad , Solvi Helseth Ranghild Sorum and Gerd Karin Natvig (2009) , conducted a research on health promotional factors including self-efficacy and quality of life. The purpose of the study to examine associations between general self-efficacy and health related quality of life. The study consists of a sample of 279 school children in the seventh grade across Eastern Norway by using cluster random sampling. Data was collected by using general self-efficacy scale and quality of life questionnaire. Data was analyzed by F-tests , single and multiple regression analysis. Results indicated a significant relationship between increasing degrees of self-efficacy and quality of life. It was also found that boys scored higher than girls on self-efficacy.

❖ Pan Qingquan and Zhou Zongkni(2009) explored the relationship among psychological capital, Coping style and psychological health of college students .They have used a sample of N=566 college students. They have collected data by using a method of questionnaire survey. The result indicated that the difference of psychological capital in grade and specialties were significant. The analysis of hierarchical regression showed that psychological capital was positively related to psychological health. Also psychological coping style and negative coping style of college students worked out as a partial mediator between psychological capital and psychological health.

❖ Sandeep Singh and Mansi(2009) explored the psychological capital as predictor of psychological wellbeing. The study was conducted on a sample of N=250 college students having age ranges from 18 years to 25 years. Four questionnaires were used to measure psychological capital and psychological wellbeing. PGI health questionnaire, Optimistic-pessimistic attitude, Self-efficacy scale and locus of control were used to measure the concepts. Results indicated that positive self-efficacy, optimistic attitude and locus of control influence psychological wellbeing. The significant correlation found between self-efficacy, optimistic attitude, locus of control and psychological wellbeing as -0.13, -0.26 and 0.16 respectively.

❖ Sarah Milne Roos (2009) conducted a study to determine the differential influence of self and collective efficacy on the psychological wellbeing of individuals within a community in transition. A sample of N=1050 individuals from both urban and rural and more collectivist South-African cultural context. Data were collected by using measures of Community collective self-efficacy scale, General self-efficacy scale, Subjective wellbeing scale and Affectometer 2. The results indicated that group showing lower psychological wellbeing while their level of self-efficacy was found to be slightly lower than previous studies. A significant relationship found between self-efficacy, collective self-efficacy and psychological wellbeing. Further from regression analysis it was found that self-efficacy remained important factor in the prediction of psychological wellbeing for individuals irrespective of the process of urbanization or context in which they live.

❖ Adeyemo, D.A. and Adeleye , A.T.(2008) conducted a study to investigate emotional intelligence , religiosity and self-efficacy as predictors of Psychological well-being among secondary school adolescents. A sample of 290 adolescents was selected by stratified random sampling from ten high schools in Nigeria, between age group of 13-20 years. Data were collected by using four scale namely Self-efficacy scale , well-being manifestation measurement scale, the wrong and law emotional intelligence scale and Religiosity scale. Data were analyzed by applying multiple regression and pearson product moment correlation technique. The results indicated that three predictor variables emotional intelligence, religiosity and self-efficacy has important influence on the criterion variable psychological well-being.

❖ Aaron B. Rochlen, Ryan A. McKelly, Marie-Anne Suizzo and Vanessa Scaringi(2008) conducted a study to explore relationship between satisfaction , psychological wellbeing and life satisfaction among stay-at-home fathers. A sample of N=213 stay-at-home fathers were taken the population .Results showed that parental self-efficacy have positive moderate significant relationship with psychological wellbeing. Regression analysis for psychological wellbeing showed that parental self-efficacy positively related to wellbeing.

❖ Ralf Schwarzer and Suhair Hallum (2008) conducted a study to examine the relationship between teacher's self-efficacy and job stress and burnout, focusing on the mediation. It also tried to examine whether such mediation would be dependent on

the levels of other variable. The study 1 consists of a sample of N=1203 and study 2 consists of a sample of N=458 teachers. The result in Study 1 indicated that self-efficacy predicts job stress and also burnout in particular in young teachers and those with low self-efficacy. The results in study 2 indicated that low self-efficacy preceded burnout in a longitudinal study.

❖ J. January and Tharina Guse (2008) conducted a study to explore hope and coping self-efficacy and how these two predicted psychological wellbeing among adolescents from different population groups. The study consists of a sample of 1173 adolescents. Participants completed the Children's hope scale, coping self-efficacy scale, Mental health continuum(short form).Results indicated that level of hope among adolescents from different population groups were similar and relatively high. It was also showed that positive correlation exists between coping self-efficacy and hope ($r=0.57$, $p<.01$), between hope and psychological wellbeing($r= 0.56$, $p<.01$) and between self-efficacy and psychological wellbeing($r=0.49$, $p<.01$).Results indicated that hope accounted for a significant variance in psychological wellbeing ($R^2 = .396$, $p,.05$).That means hope is a important predictor of psychological wellbeing.

❖ Joseph Ciarrochi, Patric C.L. Heaven and Fiona Davies (2007) conducted a research to examine the distinctiveness of three positive thinking variables such as self esteem, hope and positive attribution style in predicting future high school grades, teacher related adjustment , students' report of their affective states. A sample f N= 784 high school students were taken for the study. Data were collected two times, Time 1 students completed measures verbal and numerical ability, positive thinking

and Indices of emotional wellbeing. At Time 2 they completed measures of hope, self esteem and emotional wellbeing. Results showed that each positive thinking variable was distinctive in some context and also hope was a predictor of positive affect and best predictor of grades. Negative attribution style was the best predictor of increase in hostility and fear and low self esteem was the best predictor of increase in sadness. It was also found that sadness in Time 1 predicted decrease in self esteem at Time 2.

❖ K.M.Hmeieleski and John C. Carr(2007) carried out a study to investigate the relationship between the psychological capital and work tension of entrepreneurs on their level of job satisfaction. The sample consists of 144 entrepreneurs who were the top management team leaders of their new ventures. The results indicated that a positive relationship between psychological capital and job satisfaction and a negative relationship between work tension and job satisfaction. Psychological capital was found to reduce the negative effect of work tension on job satisfaction thus enhancing psychological wellbeing among them.

❖ Peter Halama and Maria Denova (2007) conducted a study to examine the question whether meaning in life and hope can explain unique variance of positive mental health not predicted by personality traits. The sample consists of 140 adolescents (73 male and 75 female) age ranging from 16 to 19 years. Data were collected by using NEO-FFI , Halama's life meaningfulness scale, Snyder's hope scale, Diener's satisfaction with life scale and Rosenberg's self esteem scale. Results indicated that personality traits, meaning in life and hope have significant correlation with positive mental health variables. It was also obtained by hierarchical regression analysis that big five personality factors explains 26 percent of life satisfaction

variance, meaning in life variable explains 8 percent variance .The big five factors explains 43.4 percent of variance in self esteem, additional 8 percent by hope and 4 percent by meaning in life. Results confirmed that meaning in life is an independent variable predictor of both life satisfaction and self esteem and hope is an independent predictor of self esteem.

❖ Adeyinka Tella and C.O. Ayeni (2006) conducted a study to explore the impact of self-efficacy and prior computer experience on the creativity of New librarians in selected university libraries in Nigeria. The study consists of a sample of N= 52 freshly recruited librarian in ten selected universities. Data was collected on measures of General self-efficacy scale, prior computer experience scale and Creative thinking rating scale. Results showed that there is significant correlation between self-efficacy and creativity and prior computer experience. Results also showed that independent variables self-efficacy and prior computer experience have a significant effect on the creativity of the newly recruited librarians.

❖ Maria Isabel Beas and Marisa Salanova (2006) conducted a study to examine the factorial structure of self-efficacy and the relationship among different levels of self-efficacy and psychological wellbeing and training among ICT workers. The sample consists of N=496 workers working in information and communication technology(ICT) sector. Results showed that the generalized specific structure is maintained in the three levels in four factors such as generalized self-efficacy, professional self confidence, achieving profession objectives and computer self-efficacy. The results indicated that there is negative and significant relationship

between self-efficacy and different indicators of psychological wellbeing. Another finding of study showed that training has not a direct influence on self-efficacy but moderated by type of training.

❖ Fred Luthans, Bruce J Avolio, Fred O. Walumbwa and Weixing Li (2005) carried out a explanatory study to examine the relationship of Chinese workers' positive psychological states and their performance .The study was conducted on a sample of n=422 of three factories in China. To measure the variables in study a standardized instruments was used. Hope was measured by a scale developed by Synder et al.(1996).Life orientation scale was used to measure Optimism and resiliency was measured by scale developed by Block, Kremen and klonhlen(1996). Workers performance was measured by direct supervisor's evaluation on a 10 point likert scale and merit based salaries of workers. Results indicated that workers' positive psychological states of hope , optimism, resiliency separately and also in combined construct psychological capital significantly related with their performance as rated by supervisors. An analysis of workers found in one factory a significant relation between the workers' positive psychological capital and the performance outcome of relative merit based salary.

❖ Gian Vittorio Caprara, Patrizia Steca, Maria Gerbino, Marinella Paciello and Giovanni Maria Vecchi (2005) conducted a study to examine the concurrent and longitudinal impact of self-efficacy beliefs on subjective wellbeing in adolescences namely positive thinking and happiness. The study consist of a sample of N= 644 Italian adolescents .The results indicated that there is an impact of affective and

interpersonal- social self-efficacy beliefs on positive thinking and happiness both concurrently and longitudinal. It was also found that adolescents' self-efficacy beliefs contributed to promote a sense of life satisfaction and experience more positive emotions.

❖ Sweeta Srivastava and A.K Sinha(2005) explored the relationship of resilience , happiness and self esteem with wellbeing using a sample of undergraduate students (N=30)from an premier technological institute located in North India. Result showed that resilience and happiness were positively related to wellbeing. Happiness had found to be positively related to resilience but negative association with self esteem. Self esteem was negatively associated with resilience and wellbeing. Experimental learning in a T group type intervention seemed to cause an increase in the average magnitude of all core variables except self esteem, which suffered a setback as evident through data obtained at a second time point. The result are discussed towards the importance of resilience, happiness, experimental learning for wellbeing.

❖ Mak Alan Jitho (2004) conducted a study to investigate the effects of the daily life hassles and resiliency on tertiary students' wellbeing in Hong Kong. The study include a sample (N=154) undergraduate Hong Kong students. Students were asked to complete a cross sectional survey. Also a tailored hassles scale was used. Results of multiple regression analysis indicated that hassles and resilience had a significant interaction in predicting a persons' wellbeing level.

❖ Norm O' Rourke (2004) conducted a study to investigate the relationship between psychological resilience and well-being of widowed women. The study was carried out on 232 widowed women. Results of the study suggested that psychological resilience was significantly associated with both satisfaction with life and inversely with psychological distress. It showed that resilience was positively related to well-being of the widowed women.

❖ Yuehua Tong and Shangyui Song(2004) examined the characteristics of general self-efficacy and subjective wellbeing and their relation in low socioeconomic status college students in China. A sample of N=102 low SES college students and N=164 regular college students were selected. They were measured by using General self-efficacy scale, Index of wellbeing and Index of General affect. Result showed that low socioeconomic status students scored significantly lower than their peer groups on general self-efficacy and subjective wellbeing. Gender difference was found but not significant. Individual with higher self-efficacy found to have higher level of subjective wellbeing. General self-efficacy of low socioeconomic status college students had significantly positively related to general affect, life satisfaction and wellbeing. Result also showed that socioeconomic status has important effect on general elf efficacy and wellbeing. Efficacy was found to be positively related with wellbeing.

❖ L.M. Gibson and V. Parker (2003) conducted a study to examine the psychological effects of applying sense of coherence, hope and spiritual perspective on African American breast cancer survivors, how these inner resources are associated with psychological wellbeing. The study consists of a sample of 162

African American breast cancer survivors. Data was collected by using Herth hope index, spiritual perspective scale, sense of coherence scale and quality of life scale. Data was analyzed by applying correlation, multiple regression analysis and path analysis. Results showed that sense of coherence significantly accounted for 37.5 percentage and hope for 5.3 percentage of influence on psychological wellbeing. Also spiritual perspective didn't significantly related to psychological wellbeing but indirect path from it through hope to wellbeing. Hope and sense of coherence were found to be direct predictors of psychological wellbeing.

❖ Christopher K.A. (2000) conducted a study to examine the relationship between demographics, resilience, life satisfaction and psychological wellbeing among Irish immigrants. The study included a sample of 100 Irish immigrants by using cross sectional design. Data was collected by using survey method on demographics, migration questionnaire and resilience scale, the migration quality of life scale, the general wellbeing schedule. Hierarchical regression analysis was applied to test the association of psychological wellbeing with life satisfaction and resilience. Results indicated that higher resilience was strong predictor of psychological wellbeing.

❖ R.L. Sewells and B.F.Seals(2000) conducted a study to identify predictors of psychological wellbeing over the course of three years in a cohort of HIV infected women. A sample of N=192 women participated in the study. Data was analyzed by using path analysis via logistic and multiple regression analysis to analyze the predictors across three time points. Results showed that hope was one of the important predictors of psychological wellbeing.

❖ Michael, F. Scheier, Karen A. Mathews, Jane, F. Owens, George, J. Magovern, Craig, Lefebvre, R. Anne Abott and Charles S. Carver(1989) conducted a study to examine the effect of optimism on recovery from coronary artery bypass surgery. It was examined in a group of fifty one middle-aged men. Results showed that optimism was a important predictor of coping efforts and surgical outcomes. Results indicated that there was a strong positive relation between level of optimism and post surgical quality of life at six months. It indicated that optimism has important effects on both physical and psychological well-being.

2.5 Hypothesis of the study

Based on the extensive review of literature following hypotheses are formulated:

1. There will be no significant difference in positive psychological capital between undergraduate and postgraduate students.
2. There will be no significant difference in psychological well being between undergraduate and postgraduate students.
3. There will be no significant difference in creativity between undergraduate and postgraduate students.
4. There will be no significant relation between positive psychological capital and psychological well-being among undergraduate students.
5. There will be no significant relation between positive psychological capital and psychological well-being among post graduate students.

6. There will be no significant relation between positive psychological capital and creativity among undergraduate students.
7. There will be no significant relation between positive psychological capital and creativity among post graduate students.
8. There will be no significant influence of positive psychological capital on well being among undergraduate students.
9. There will be no significant influence of positive psychological capital on well being among postgraduate students.
10. There will be no significant influence of positive psychological capital on creativity among undergraduate students.
11. There will be no significant influence of positive psychological capital on creativity among postgraduate students.