CHAPTER-III

PROBLEM AND HYPOTHESES
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Workplace wellness programmes have been referred to in many different ways, for example: wellness, health promotion, health management, and health and productivity programmes (Goetzel and Ozminkowski, 2008). 'Health' and 'wellness' are terms often used interchangeably. Reardon (1998) defines wellness as “a composite of physical, emotional, spiritual, intellectual, occupational, and social health; health promotion is the means to achieve wellness” noting that issues in any of these areas can adversely affect the other areas (Reardon, 1998). Goetzel and Ozminkowski (2008) define workplace wellness as “employer initiatives directed at improving the health and well-being of workers and, in some cases, their dependents”. In this study, workplace wellness is taken as a means to achieve both individual and organisational wellness.

Present economy is in a sliding phase, rising unemployment, worries about future job loss, lack of access to affordable fitness care, burnout, absenteeism, pessimism are among some of the challenges creating noticeable stress in the lives of employees, their families as well as in society. These stressors are having some impact on the day to day lives of people in the workplace. Positive psychology plays a vital role in helping people to cope more effectively and unlock their feelings and minds to move ahead with spanning confidence, resilience, determination, hope, and vision for a better future. The concepts of positive psychology can help employees and their organisations to create a more positive and proactive workplace that bridges economic and personal wellness.

The purpose of this study is to examine with the help of an integrative analysis of conceptual and empirical approaches to positive organisational behaviour and employee wellness. Researches covering such areas as self-regulating behaviour patterns, emotional intelligence, positive psychological capital, novelty, and workplace change are described, analysed, and applied to individual level, group level, and the overall organisational system. The practice of positive psychology concepts to the organisations has cultures infused with a strong ethical–moral base and leaders who bring out the best of their employees. Organisations of virtue
endeavor to do good by doing well. The success of such organisations is due to having multiple bottom lines, not just economic ones. As such, they bridge the goals of economic development with human development.

Review of related literature as discussed in chapter II indicates that variable under study are influencing employees’ each aspect of life such as their wellbeing, job satisfaction, employment, personal positive states e.g. hope, optimism etc. The area of construct like employees’ wellness is very vast and somewhat difficult to explain and measure. More so such variables are not explored much in the past. A great need of deep systematic investigation regarding the association of these variables to various employees’ wellness indicators on Indian population has been realized so that a better picture of their relationship may be drawn. The present study is an endeavor in the same direction. The research problem of present investigation is stated as:

Problem: ‘To study the relationship between Positive Psychological Capital and Employee’s Wellness indicators.’

Regarding the above stated research problem, following objectives were identified by the investigator:

Objectives:

1. To study the relationship between psychological capital and wellness indicators (job satisfaction, subjective wellbeing and gainful employment) of respondents across their gender.

2. To study the relationship between wellness and psychological capital states (efficacy, hope, resilience and optimism) of respondents across their gender.

3. To study the relationship between wellness and psychological capital of respondents across their gender.

4. To study and compare the direction of relationship between wellness and psychological capital of employees in total (male + female), male and female group respondents respectively.
5. To identify and compare the significant predictors of wellness of employees in total (male+female), male and female sample separately.

6. To identify and compare the significant predictors of wellness indicators (job satisfaction, subjective wellbeing and gainful employment) of employees in total (male+female), male and female sample separately.

7. To study the gender differences on psychological capital and its states (efficacy, hope, resilience and optimism), among employees.

8. To study the gender differences on wellness and its indicators (job satisfaction, subjective wellbeing and gainful employment), among employees.

9. To explore the impact of mindfulness intervention program on psychological capital and its states (efficacy, hope, resilience and optimism) of the employees with low psychological capital.

Keeping in view the supportive review of literature presented in the second chapter, following corresponding hypotheses were formulated:

**Hypotheses:**

1. There would be significant positive relationship between psychological capital and wellness indicators (job satisfaction, subjective wellbeing and gainful employment) of respondents across their gender.

2. There would be a significant positive relationship between wellness and psychological capital states (efficacy, hope, resilience and optimism) of respondents across their gender.

3. There would be a significant positive relationship between wellness and psychological capital of respondents across their gender.

4. There would be a linear relationship between wellness and psychological capital of employees in total (male + female), male and female group respondents.
5. Psychological capital states (efficacy, hope, resilience and optimism) would significantly predict wellness of employees in total (male + female), male and female sample separately.

6. Psychological capital states (efficacy, hope, resilience and optimism) would significantly predict wellness indicators (job satisfaction, subjective wellbeing and gainful employment) of employees in total (male + female), male and female sample separately.

7. There would be no gender differences on psychological capital and its states (efficacy, hope, resilience and optimism) among employees.

8. There would be no significant gender differences on wellness and its indicators (job satisfaction, subjective wellbeing and gainful employment) among employees.

9. There would be significant impact of mindfulness intervention program on psychological capital and its states (efficacy, hope, resilience and optimism) of the employees with low psychological capital.

With this background, investigator may move on to chapter IV dealing with design and methodology of the study.