



## Developing a causal model of psychological well-being based on the psychological capital through the mediating role of mindfulness in Tehran Hospitals

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### Abstract

**Background and Objective:** it is essential to improve the quality of life and psychological wellbeing of employees working in Organization, which is the most important training system. If the predicting variables of psychological wellbeing of employees are considered and evaluated, their individual, social and organizational performance will be improved. This study aims to design the causal model of psychological capital-based psychological wellbeing with mediation of mindfulness in employees working in Hospital education organization.

**Method:** Descriptive mythology with descriptive-correlational type and Structural Equation Modeling was used. Statistical population comprised all of employees of education and training system in Tehran during 2018-2019 (N=58727). To determine sample size, the principles of multivariate regression analysis in SEM were used (n=610). Wellbeing Questionnaire, Capital Scale, and Mindfulness Questionnaire were employed to evaluate the situation of staffs.

**Results:** The obtained results showed that the research model fit indicators were reliable and the proposed model had an optimal fit. The variable of psychological capital had both direct and indirect impact on the psychological wellbeing by mediation of mindfulness. The psychological capital could predict the psychological wellbeing of staffs positively.

**Conclusion:** The research results emphasized on the vital role of psychological capital and mindfulness in predicting the psychological wellbeing. It is suggested that organizations can perceive the factors affecting psychological wellbeing of staffs and provide a suitable workplace regarding organizational objective by considering the abovementioned variables. Psychological wellbeing of employees working in Hospital education organization will be improved psychological capital and mindfulness is improved.

**Keywords:** psychological wellbeing, Structural Equation Modeling, organizational behavior, Hospital education organization

### Background and Objective

Hospital education organization is an important institution affecting the future of society and human training system. Hence, it is essential not only to achieve the organizational objectives of this institute, but also to take some measures in order to improve wellbeing of employees and relevant effective factors. Mental health issue is now one of the most significant individual and social subjects that are the research case of many studies. Contrary to conventional attention of psychology to pathology and pathological psychology, positive attention to health and wellbeing and description of the nature of wellbeing psychology is essential<sup>1,2</sup>. The changing environment, growing global competition and reducing labor productivity have made the organizations to find a way for their survival<sup>3,4</sup>. This issue is more critical in Hospital education organization that covers a large population and plays a crucial role as human capital generator that contributes to social, emotional and scientific growth of individuals<sup>5</sup>.

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As the job of staffs in Hospital education organization associates with the body and mind of people, a considerable part of human forces should be employed in this organization in order to improve the individual and organizational performance of staffs relying on their strengths<sup>6</sup>. Accordingly, investigation of factors affecting the formation and determination of psychological wellbeing may lead to positive consequences while this aspect has not been considered in studies unfortunately<sup>7,8</sup>. Hence, psychological wellbeing is one of studied concepts in positive psychology that should receive a considerable attention from staffs working in Hospital education organization.

Psychological wellbeing is defined as having positive characteristics, sense of happiness and lack of any psychological stress in life, which includes positive perception of various aspects of individual and social life consisting autonomy, environmental mastery, personal growth, positive relationship with others, purpose in life, and self-acceptance<sup>9</sup>. This approach studies the positive characteristics of humans as well as strategies for using maximum capacity of intrinsic and environmental talents to benefit from healthy mental moods and constructive living<sup>10, 11</sup>. On the other hand, many of scholars introduce the psychological capital as a barrier to life adversities that supports the person<sup>12</sup>. Psychological capital is a positive psychological state and a realistic and flexible approach to the life, which includes person's perception of self, having purpose to achieve success and resilience to problems<sup>13</sup>. This state consists of four constructs that are considerably associated with functional consequences<sup>14</sup>. Hope is one of human characteristics helping person with disappointing situations, goals, and sense of intolerable future<sup>15</sup>. In other words, Hope is defined as a positive motivational state by consideration of positive goals for life<sup>16</sup>.

Optimism means positive exaptation for consequences; accordingly, optimism is defined as an orientation toward positive results<sup>17</sup>. Resilience is defined as a positive adjustment or flexibility in reacting to adversities<sup>18</sup>. Resilience is not just about the passive resistance against threats or harms but a resilient person has an active participation in surrounding environment<sup>19</sup>. Self-efficacy is defined as individuals' confidence in their ability to do a specific task<sup>20</sup>. In other words, self-efficacy depends on the people's judgement about their abilities to do an action. The abovementioned components make the life of person meaningful, encourage person to change stressful situations, help person with hard situations, and empower person to achieve goals through an interactional and evaluative process<sup>21, 22</sup>.

Mindfulness is another effective variable that is defined as paying attention to the present moment through a specific purposeful way without judgment; mindfulness is a method to make relationship with positive, negative and neutral experiences<sup>23</sup> in order to make the negative affections and thoughts as simple and transient events in mind. Mindfulness is defined as an aroused attention to and awareness of what is happening now (Brown & Ryan). Mindfulness is the watching the mind and body directly in the present moment without any judgement. Those people who are more aware of their daily activities will develop their moment-by-moment awareness<sup>24, 25</sup>. Moreover, mindfulness is defined as an aroused attention and awareness of what is happening at the moment. Mindfulness is a method for better life, relieved pains, and meaningful life<sup>26</sup>. Mindfulness is the art of living consciously.

According to conducted studies, interventions used for improving psychological wellbeing in work lead to personal and organizational benefits<sup>27, 28</sup>. The research outcomes have proved a

positive and significant association between psychological capital, career adaptability, and job performance<sup>29</sup>. On the other hand, permanent mindfulness practice can lead to improved mental health, increased personal welfare and wellbeing, reduced symptoms and stress<sup>30</sup> and developed psychological wellbeing<sup>31, 32</sup>.

There is not any comprehensive study in this field by consideration of psychological capital and mindfulness. According to the previous results obtained from studies, it seems that the considered variables play a vital role in predicting psychological wellbeing among employees working in Hospital education organization. Therefore, the main question of this study is whether the conceptual model of predicting psychological wellbeing based on the psychological capital with mediation of mindfulness is fit to the collected data.

The research hypothesis was designed as follows: psychological capital has an indirect impact on psychological wellbeing with mediation of mindfulness among employees of Hospital education organization in Tehran, Iran.

## Method

This is a fundamental study in terms of objective and a descriptive research with correlation designs and SEM method in terms of data collecting and analysis. Statistical population comprised all of employees (N=58727) working in Hospital education organization of Tehran during 2018-2019. Multivariate regression analysis in SEM was used to determine sample size (n=610) then stratified sampling method was used to classify subjects. To this end, Hospital education organization s in Tehran were divided into 5 categories based on their location (northeast, northwest, central, southeast, and southwest) and then the sample size distribution of each geographical region was clarified based of the number of employees using Cochran Formula.

## Tools

The Psychological Well-being Scale was designed by<sup>5</sup>. The main form of this scale includes 120 items but it was designed then with shorted forms with 84, 54 and 18 items<sup>33</sup>. This scale consist of 18 items that are scored based on a 6-pint Likert scale from strongly disagree (1) to strongly agree (6). The minimum and maximum scores equal 18 and 108, respectively that are obtained for 6 components that each includes 3 items and a total score. Psychiatric characteristics of Ryff Scale (short form) have been examined in many of studies.<sup>34</sup> used confirmatory factor analysis (CFA) to test the psychological wellbeing scale, factor 0.89 and 0.80 using two Cronbach's alpha and Bisection, respectively. These values proved the acceptable reliability of scale.

To determine validity and reliability of Psychological Wellbeing Scale, a sample including 610 subjects (Hospital education organization's employees in Tehran) was employed. FCA was used to calculate validity of this scale. Among factor loads of items related to self-acceptance, the first and third items had the maximum and minimum factor loads of 0.963 and 0.921, respectively. Of factor loads of items associated with positive relationship with others, the fifth and sixth items had the highest (0.964) and lowest (0.929) factor loads, respectively. Among factor loads of items related to autonomy, the eighth and ninth items had the maximum and minimum factor loads of 0.973 and 0.935, respectively. Of factor loads of items associated with environmental mastery, items 11 and 12 had the highest (0.965) and lowest (0.942) factor loads, respectively. Of factor loads of items associated with purpose in life, items 13 and 14 had the highest (0.947) and lowest (0.915) factor loads, respectively. Of factor loads of items associated with personal growth, items 18 and 17 had the highest (0.983) and lowest (0.951) factor loads, respectively. According

to the obtained results, all of the variables had a high correlation with the relevant construct. Findings indicate that the lowest factor load is pertained to item 14 (0.195) in which, 0.837% of the estimated variance is explained by the purpose in life. On the other hand, the highest factor load was related to item 18 (0.983) indicating that 0.966% of estimated variance is explained by the personal growth. Moreover, the critical ratio was significant; it means that this ratio was out of the interval of  $[-1.96, +1.96]$  with a significance value  $<0.05$ . The obtained values imply that all of the 18 observed items were significantly explained by the relevant factors. In addition, reliability coefficient of this scale was calculated based on the Cronbach's alpha. Internal consistency of this scale was calculated using Cronbach's alpha (0.970) that was estimated at 0.961, 0.959, 0.966, 0.969, 0.955, and 0.976 for self-acceptance, positive relationship with others, autonomy, environmental mastery, purposeful life, and personal growth, respectively. The highest and lowest reliability of Cronbach's alpha was pertained to subscales of personal growth (0.976) and purposeful life (0.955), and positive relationship with others (0.959). Psychological Capital Questionnaire introduced by<sup>35</sup> included 24 items related to four constructs of hope, self-efficacy, resiliency, and optimism and 6 items under each subscale. This questionnaire consists of 24 items that are scored at 6-point Likert Scale from 1 (strongly disagree) to 6 (strongly agree) including minimum and maximum scores of 24 and 144. In<sup>36</sup> calculated the reliability coefficients using Cronbach's alpha and obtained 0.88 and 0.89 values indicating high validity of this scale. A 610-subject sample of Hospital education organization staffs was used to determine validity and reliability of this questionnaire. FCA was used to examine validity of psychological capital scale. Among factor loads of items associated with self-efficacy, items 2 and 4 had the highest

factor loads (0.975) and item 5 had the lowest factor load (0.945). Among factor loads of items associated with hope, item 10 had the highest factor loads (0.981) and item 7 had the lowest factor load (0.938). Among factor loads of items associated with resiliency, item 18 had the highest factor loads (0.957) and item 17 had the lowest factor load (0.946). Among factor loads of items associated with optimism, item 24 had the highest factor loads (0.988) and item 3 had the lowest factor load (0.941). The obtained results indicate high correlation between variables and relevant construct. Accordingly, the lowest factor load was related to item 7 with factor load of 0.938 indicating that 0.879% of estimated variance is explained by hope; the highest factor load was also related to item 24 with factor load of 0.988 indicating that 0.976% of estimated variance is explained by optimism. Significance test of C.R indicated significant critical ratios that were out of the interval of  $[-1.96, +1.96]$  that is lower than 0.05. According to findings, the observed 24 variables were significantly explained by relevant factors. Internal consistency of this scale was obtained at 0.989 by using Cronbach's alpha; this value equaled 0.987, 0.984, 0.983, and 0.985 for self-efficacy, hope, resiliency, and optimism, respectively. Considering the subscales of psychological scale, the maximum and minimum reliability coefficient of Cronbach's alpha were related to subscales of self-efficacy (0.987) and resiliency (0.983), respectively.

Baer's Mindfulness Questionnaire was a self-assessment 39-item and five-factor scale (FFMQ) that was revised by Roozitalab and Majidi<sup>37</sup> by combining with some items of Freiburg Mindfulness Questionnaire, The Mindful Attention Awareness Scale, Kanchuki Mindfulness Scale, The Revised Cognitive and Emotional Mindfulness, and Southampton Mindfulness Questionnaire<sup>38 39</sup> using factor analysis. Soysa and Wilcomb<sup>40</sup> conducted an exploratory factor analysis on a sample of university students. The similar

model was reported by Rezaee Jandani et al<sup>6</sup> and the obtained factors were named as follows: acting with awareness, non-judging of inner experience, describing, and non-reactivity. This questionnaire was normalized and items were reduced to 31 items by<sup>41</sup>. Moreover, there was an increase in factors from 5 to 6 named as follows: describing inner experiences, mindful attention and focus, non-judging inner experiences, observing thoughts, feelings and physical sense, aware actions, and adjusting reaction to events. This questionnaire was assessed based on a 5-point Likert Scale from strongly disagree to strongly agree by Rezaee Jandani et al<sup>6</sup> using exploratory factor analysis and the obtained Cronbach's alpha coefficients of the factors were greater than 0.75. In research of Sefidi Fazrad<sup>10</sup> found suitable internal consistency between factors and alpha coefficient was obtained at the range from 0.75 (non-reactivity) to 0.91 (description). A 610-subject sample including employees working in Hospital education organization of Tehran was used to determine validity and reliability of Mindfulness Questionnaire in present paper. Confirmatory Factor Analysis was employed to examine validity of mindfulness scale. Among factor loads of items associated with describing inner experiences, item 5 had the highest factor load (0.973) and item 3 had the lowest factor load (0.936). Among factor loads of items associated with mindful attention and focus, item 7 had the highest factor load (0.955) and item 6 had the lowest factor load (0.929). Among factor loads of items associated with non-judgment and non-evaluation, item 14 had the highest factor load (0.949) and item 15 had the lowest factor load (0.940). Among factor loads of items associated with observing thoughts, feelings and physical sense, item 18 had the highest factor load (0.957) and item 17 had the lowest factor load (0.934). Among factor loads of items associated with

aware action, item 23 had the highest factor load (0.966) and item 25 had the lowest factor load (0.927). Among factor loads of items associated with adjusting reaction to events, item 31 had the highest factor load (0.977) and item 30 had the lowest factor load (0.960). The obtained results show a high correlation between variables and relevant construct. Accordingly, the lowest factor load was related to item 25 with factor load of 0.927 indicating that 0.859% of estimated variance is explained by aware action; the highest factor load was also related to item 31 with factor load of 0.977 indicating that 0.954% of estimated variance is explained by adjusting reaction to events. Significance test of C.R indicated significant critical ratios that were out of the interval of [-1.96, +1.96] that is lower than 0.05. According to findings, the observed 31 variables were significantly explained by relevant factors. Internal consistency of this scale was obtained at 0.985 by using Cronbach's alpha; this value equaled 0.978, 0.968, 0.981, 0.976, 0.78, and 0.983 for describing inner experiences, mindful attention and focus, non-judging and non-evaluating, observing thoughts, feelings and physical senses, aware action, and adjusting reaction to events, respectively. Considering the subscales of mindfulness questionnaire, the maximum and minimum reliability coefficient of Cronbach's alpha were related to subscales of adjusting reaction to events (0.983) and mindful attention and focus (0.968), respectively.

## Results

According to the demographic data analysis, 610 employees working in Hospital education organization consisted of 127 single women, 178 single men, and 249 married men. Subjects were at age range of 40-45. Descriptive statistics of variables have been reported in Table 1.

**Table 1.** Descriptive Statistics of Research Variables

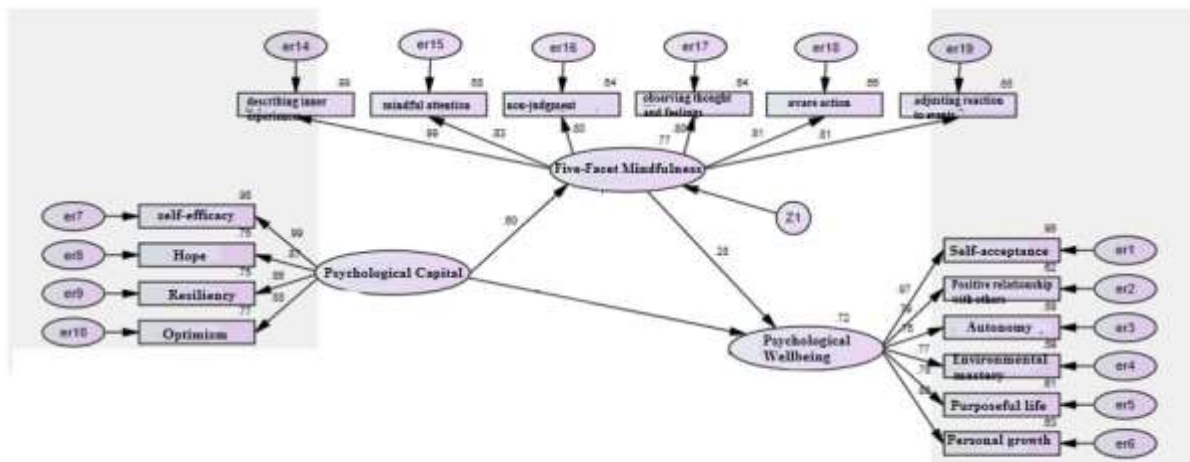
Variable	Number	Min	Max	Mean	SD
Psychological wellbeing	610	1	5.833	2.860	1.083
Psychological capital	610	1	6	3.566	1.518
Mindfulness	610	1	5	2.908	1.014

SEM and Amos Software were used to find whether the model of psychological wellbeing designed based on the psychological capital and mediating role of mindfulness is fit or not.

Normal multivariate distribution was one of assumptions of SEM. To examine this normality, kurtosis and skewness of data

distribution was assessed and the obtained values was at range of (-2, +2); in other words, the studied data for variables had normal distribution.

The results pertained to the research model as well as the most important mode fit indicators have been shown in Figure 1 and Table 2.

**Figure1.** Fit indicators of Structural Model**Table 2.** Fit indicators of Structural Model

Fit indicators	RMR	RMSEA	Chi-square/df	NFI	RFI	IFI	CFI	GFI
<b>Desired value</b>	0.08≤	0.08≤	3.00≤	0.85≥	0.85≥	0.85≥	0.85≥	0.85≥
<b>Obtained value</b>	0.029	0.018	1.191	0.983	0.980	0.997	0.997	0.966

According to table 2, the majority of good fit indicators are at optimal level so they cannot be improved anymore. The authors can use the indicators higher than 0.85 as an acceptable rate for model fit.

According to the results obtained from construct validity measurements and relationships between research variables, the model was confirmed; therefore, the causal

model of psychological wellbeing based on the psychological capital and mediating role of mindfulness in employees of Hospital education organization in Tehran is accepted. Hypotheses are examined herein.

The paths between variables were considered as the research hypotheses in the tested model; hence, direct and indirect impacts are used to test hypotheses.

The results obtained from path analysis method are reported in following tables.

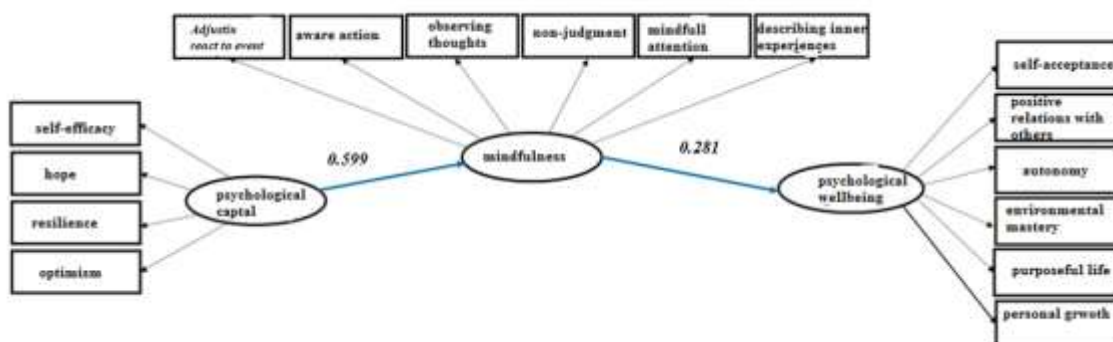
**Table 3.** Direct relations between variables

The relations between variables			Non-standard coefficients	SE	C.R.	Sig.	Beta
Psychological capital	→	Mindfulness	0.393	0.014	28.562	>0.001	0.599
Mindfulness	→	Psychological wellbeing	0.297	0.054	5.553	>0.001	0.281
Psychological capital	→	Psychological wellbeing	0.128	0.032	3.979	>0.001	0.184

**Table 4.** Direct and Indirect path coefficients

Independent variables	Impacts		
	Direct	Indirect	Total
Psychological capital	0.184	0.168	0.352
Mindfulness	0.281	-	0.281

The factors affecting the psychological wellbeing with indirect effect of psychological capital and mediation of mindfulness have been shown in Figure below.



**Figure 2.** Indirect impact of psychological capital on the psychological wellbeing

Table 5 indicates the indirect impact of psychological capital on psychological wellbeing with mediation of mindfulness.

**Table 5.** Path coefficient and significance of indirect impact of psychological capital on psychological wellbeing

Hypothesis	Independent variable	Mediating variable	Dependent variable	Normalized path coefficient	t-value	Result
3	Psychological capital	Mindfulness	Psychological wellbeing	0.168	5.091	Accepted

**Discussion**

The obtained results shows the direct path coefficient between psychological capital and mindfulness equal to 0.599 with standard error of 0.014 and direct path coefficient (0.281) between mindfulness and

psychological wellbeing with standard error of 0.054. The indirect path coefficient between psychological capital and wellbeing calculated and the result was equal to 0.168 obtained from multiplying 0.599 by 0.281. Significance level of direct and indirect

effects depends to the t-value, and this should be measured to examine indirect impact. Sobel test is used to measure significance value corresponding with this value. T-value is significant if is out of the  $\pm 1.96$  range based on its corresponding significance coefficient. This value was 5.091 that is greater than 1.96 and indicates significant impact of the variable at the confidence level of 95%. Therefore, psychological capital with mediation of mindfulness has an indirect impact on psychological wellbeing of employees working Hospital education organization in Tehran.

Data analysis indicated the good fit of the prediction model of psychological wellbeing based on the psychological capita by consideration of mediating role of mindfulness based on the empirical data. Accordingly, there was a significant association between the studied variables. It can be explained about this finding that psychological wellbeing has been considered as a cognitive process that life satisfaction is its indicator in some of theories.

According to some theories, psychological wellbeing implies individual and social procedures such as positive attention to self, autonomy and positive relations with others<sup>8, 22</sup>. The obtained results are in line with studies conducted by researches of Rezaee Jandani and Hoveyda, Savadkoohi and Motamedi, Nisi et al and Branstrom et al<sup>5, 12, 18, 22</sup> showed that psychological capital contributes to psychological wellbeing by providing people with hope, optimism, resiliency, and self-efficacy.

## Conclusion

The obtained results imply a significant association between mindful psychological capital and mindful psychological wellbeing. It is concluded that psychological capital could affect significantly and indirectly the psychological wellbeing of employees working in hospital education

organization with mediation of mindfulness. The limitation of the study was to the limited collected data just in Tehran, for the future works its confirmation can be evaluated for the hospitals in various city with various equipment and facilities. Statistical analysis indicates that mindful mediation-based psychological wellbeing model is matched with empirical data and psychological capital has an indirect effect on this variable. According to the mentioned points, psychological capital and mindfulness are variables associated with the psychological wellbeing that can explain and predict as well. In other words, psychological capital and mindfulness leads to psychological wellbeing improvement that includes components of self-acceptance, positive relationship with others, autonomy, environmental mastery, purposeful life, and personal growth. This study was just conducted on employees working in Hospital education organization that can be mentioned as research constraint of this paper; hence, the obtained results should be generalized cautiously. Therefore, further studies can be carried out in other cities or other populations.

## Conflicts of Interest:

The author declares that, there is no conflict of interest.

## Authors' contributions:

Authors have the equal contribution in this article.

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