Journal of Positive School Psychology http://journalppw.com
2023, Vol. 7, No. 2, 158-168

Impact Of Mental Health On Job Performance Of Faculty Of Pakistani Universities: Role Of Psychological Capital As Mediator

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Abstract
The objective of this research was not only to investigate the relationship among mental health (MH), job performance (JP) and psychological capital (PC) but also to find out the mediating role of PC between the relationship of MH and JP. Data were collected from three hundred and eighty eight (N = 388) teachers including lecturers, assistant professor, associate professor and professor of public universities of Khyber Pakhtunkhwa, Sindh, Panjab and Balochestan provinces of Pakistan. Barron and Kenny's (1986) principles for testing the mediating effect were followed. The results of correlation revealed that both dimensions of metal health (anxiety and depression) had a negative relationship with JP and PC. However, PC has a significant positive relationship with JP. The results of structure equation modeling revealed that PC partially mediated the relationship between MH and JP.

Keywords: Psychological Capital; Mental Health; Job Performance; Teachers

Introduction

For a very long time, both scholars and practitioners have been concerned about employee MH (Robbins, Ford, & Tetrick, 2012). The growing importance of employee MH in the workplace, which results in major costs including burnout, absenteeism, work-family conflict, employee compensation claims, and low productivity, is one reason for this interest (Dimoff & Kelloway, 2019; Van Gordon, Shonin, Zangeneh, & Griffiths, 2014). Particularly with the COVID-19 epidemic, the uncertainties and worries surrounding the viral outbreak, together with the survival dilemma of businesses, have increased the number of mental problems among employees (Usher, Durkin, & Bhullar, 2020). Employee emotional expression, job happiness, JP, daily work behavior, and firm performance are just a few of the organisational outcomes that have been linked to employee MH in recent studies (Cao, Zhang, Li, & Huang, 2022; Ipsen, Karanika-Murray, & Nardelli, 2020). One of these has become increasingly more of a focus of research: the connection between worker MH and workplace performance (Ford, Cerasoli, Higgins, & Decesare, 2011). Researchers

hypothesized that employees with good MH will exhibit a positive working state and apply themselves to their work with more zeal, whereas employees with poor MH may become inactive at work and experience deterioration in interpersonal relationships, which, in turn, negatively affects their performance at work (Montano, Reeske, Franke, & Hüffmeier, 2017; Shain, Arnold, & GermAnn, 2012).

A wide range of work-related behavioral and attitudinal outcomes have been demonstrated to be predicted by the construct of PC (PC) in a substantial body of studies. PC is specifically linked to better organisational citizenship behaviors (Gupta, Shaheen, & Reddy, 2017; Jung & Yoon, 2015; Pradhan, Jena, & Bhattacharya, 2016; Shahnawaz & Jafri, 2009), organisational commitment (Albashiti, Hajjaj, & Thabet, 2017; Durai, Viji, & Sakthivelrani, 2022; Etebarian, Tavakoli, & Abzari, 2012; Nguyen & Ngo, 2020; Yalcin, 2016; Zhou et al., 2018), JP (Choi, Noe, & Cho, 2020; Durrah, Alhamoud, & Khan, 2016; Nguyen & Ngo, 2020; Ngwenya & Pelser, 2020) and job satisfaction (Abbas, Raja, Darr, & Bouckenooghe, 2014; Avey, Reichard, Luthans, & Mhatre, 2011; Badran & Youssef-Morgan, 2015; Kwok, Cheng, & Wong, 2015; NGO, 2021). Additionally, from an organisational standpoint, PC has been shown to be negatively correlated with undesirable phenomena like incivility (Al-Zyoud & Mert, 2019; Hashemi, Savadkouhi, Naami, & Beshlideh, 2018; Roberts, Scherer, & Bowyer, 2011), turnover intentions (Abbas et al., 2014; Çelik, 2018; Gom, Lew, Jiony, Tanakinjal, & Sondoh Jr, 2021; Li et al., 2021; Salam, 2017; Tetteh, Dei Mensah, Opata, & Mensah, 2021), anxiety (Demir, 2018; Dongmei, 2020; Liu et al., 2013; Zhou et al., 2018), job stress (Abbas & Raja, 2015; Demir, 2018; Ghafoor & Haar, 2022; Shabir, Abrar, Baig, & Javed, 2014), deviance behavior (Avey et al., 2011; Dora & Azim, 2019; Norman, Avey, Nimnicht, & Graber Pigeon, 2010; Raza, Ahmed, Zubair, & Moueed, 2019), job search behaviors (Avey, Luthans, & Jensen, 2009; Chen & Lim, 2012; Fernández-Valera, Meseguer de Pedro, De Cuyper, García-Izquierdo, & Soler Sanchez, 2020; Georgiou & Nikolaou, 2019; Georgiou, Nikolaou, & Turban, 2021), burnout (Cheung, Tang, & Tang, 2011; Gong, Chen, & Wang, 2019; Khalid, Pan, Li, Wang, & Ghaffari, 2020; López-Núñez, Rubio-Valdehita, Diaz-Ramiro, & Aparicio-García, 2020; Peng et al., 2019; Peng et al., 2013; Zhang, Zhang, & Hua, 2019), and counterproductive work behaviors (Avey, Luthans, & Youssef, 2010; Manzoor, 2015; Preena, 2021; Raza et al., 2019; Wang & Lian, 2015).

Many studies have linked MH with JP (Din & Baba, 2022; Hourani, Williams, & Kress, 2006; Lu, Yu, & Shan, 2022; Montano et al., 2017; Sun, Sarfraz, Ivascu, Iqbal, & Mansoor, 2022; Tisu, Lupșa, Vîrgă, & Rusu, 2020; Van Gordon et al., 2014). Few researches have studied different mediators and moderators between the relationship of PC and JP. The relationship between MH and JP is affected by innovative behavior and work engagement (Lu et al., 2022; Tisu et al., 2020), mindfulness (Van Gordon et al., 2014), emotional intelligence (Lindebaum, 2013). To our knowledge, there is no study that has tested the mediating role of PC between the relationship of MH and JP in teachers of public universities of Pakistan. This study contributes to the existing treasure of literature by testing the mediating effect of PC between MH and JP. We develop the following hypotheses keeping in view the above literature.

H1: MH is significantly related to JP in Teachers of Universities, Pakistan

H2: MH is significantly related to PC in Teachers of Universities, Pakistan

H3: PC is significantly related to JP in Teachers of Universities, Pakistan

H4: PC Partially Mediates the Relationship between MH and JP in Teachers of Universities, Pakistan

Research Methodology

Data Collection

Data were gathered from the teachers of Pakistan's public universities working in Panjab, Balochistan, Sindh, and Khyber Pakhtunkhwa. Within a month, students and friends assisted in distributing 500 questionnaires to the faculty. Letters that described the goal of the current study were sent with each questionnaire. It was made sure that participation was voluntary. Three hundred and ninety-eight (N=398) survey responses were received following two reminders. Only ten (N = 10) of the 388 questionnaires that were used for the research study were discarded because the data were not complete.

Measurement of MH

MH was gauged by Hospital Anxiety and Depression Scale (HADS) of Zigmond and Snaith (1983). MH is composed of Anxiety and Depression. Both dimensions of MH comprise 7 items each. Examples of Anxiety include “I feel tense or wound up” and “I get a sort of frightened feeling as if something awful is about to happen ”. Examples of Depression include “I feel as if I am slowed down” and “I have lost my interest in my appearance”. Responses on a four point Likert scale, from 0 to 3, were recorded.

Table 1:Reliability of MH

	Items	Cronbach’s Alfa
Anxiety	7	.87
Depression	7	.83

Measurement of JP

To evaluate the entire JP and its two dimensions, In-Role Performance and Extra-Role Performance, a JP scale derived from Goodman and Svyantek (1999) was utilized. Nine (N = 9) items make up in-role performance, whereas seven (N = 7) items make up extra-role performance. Examples of In-role Performance are “I achieve the objectives of my job”, “I fulfill all the requirements of the job”, and “I am competent in all areas of the job, handle tasks with proficiency”. Examples of extra-role Performance are “I help others employees with their work when they have been absent”, “I assist my colleagues with their duties”, and “I make innovative suggestions to improve the overall quality of the department”. The likert scale used in this study to evaluate work performance ranges from 1 to 5, with 5 representing "very agree" and 1 representing "strongly disagree."

Table 2: Reliability of JP

	Items	Cronbach’s Alfa
Extra-role performance	7	.79
In-role performance	9	.83

Measurement of PC

The four components of PC—hope, resilience, optimism, and efficacy—were measured using a PC questionnaire adapted from (Luthans, Avey, Avolio, Norman, & Combs, 2006). Six items make up each dimension. Examples of Hope are “Right now I see myself as being pretty successful at work” and “If I should find myself in a jam at work, I could think of many ways to get out of it”. Examples of optimism include “I always look on the bright side of things regarding my job” and “If something can go wrong for me work-wise, it will”. Examples of resiliency are “When I have a setback at work, I have trouble recovering from it, moving on” and “I usually take stressful things at work in stride”. Examples of efficacy include “I feel confident in representing my work area

in meetings with management" and "I feel confident helping to set targets/goals in my work area". In this study, PC was scored using a six-point Likert scale, with 1 denoting "strongly disagree" and 6 denoting "strongly agree."

Table 3: Reliability of PC

	Items	Cronbach's Alfa
Resiliency	6	.90
Optimism	6	.83
Hope	6	.77
Efficacy	6	.85

Results

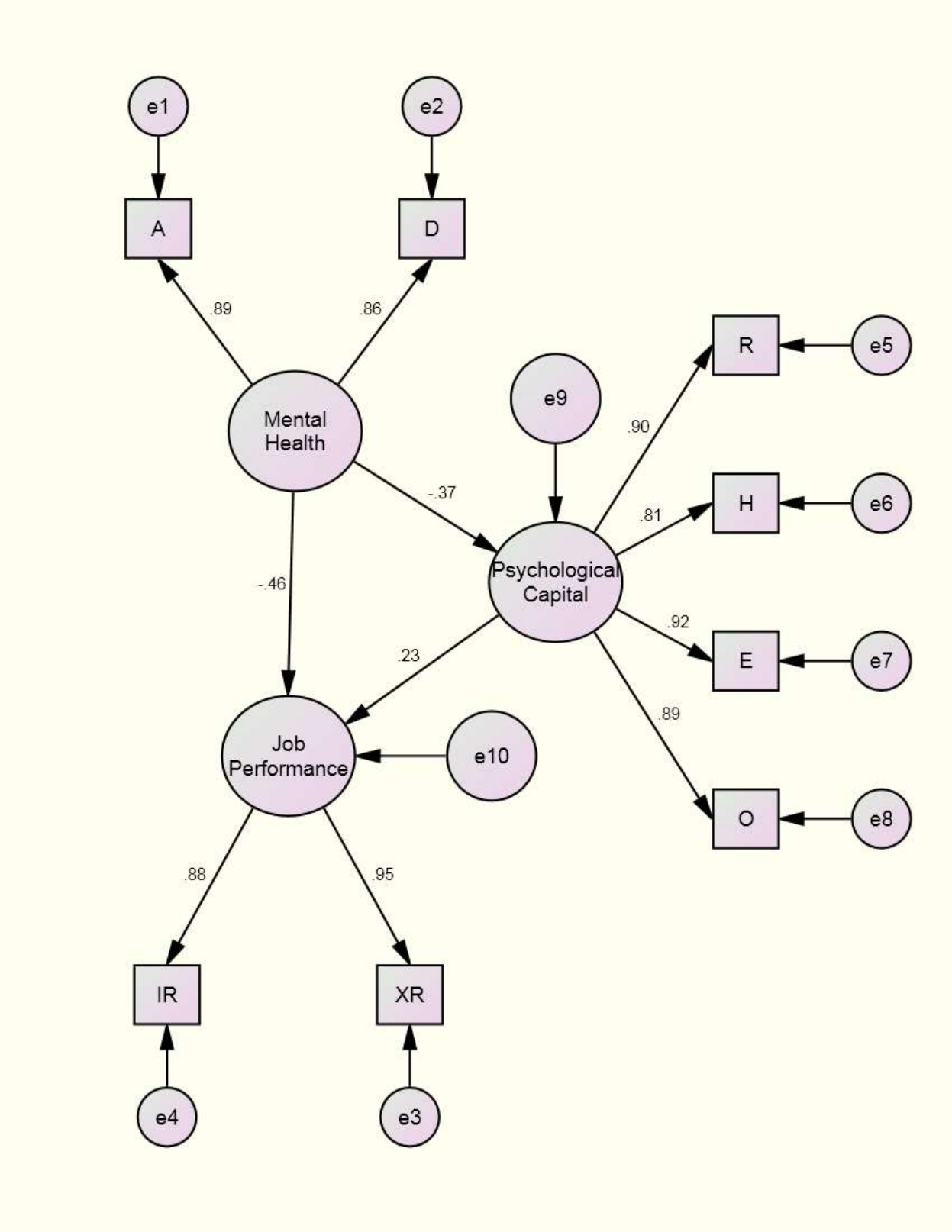
Table 4: Correlation between MH, PC and JP

	MH	PC	JP
MH	1	-.375**	-.427**
PC	-.375**	1	.326**
JP	-.427**	.326**	1

"**. Correlation is significant at the 0.01 level (2-tailed)"

The results of the correlation reveal a connection between PC, JP, and MH. PC and JP were found to have a significant adverse relationship with MH. Furthermore, a strong positive association between PC and JP was discovered. We therefore accept the following Hypotheses:

H1: MH is significantly related to JP in Teachers of Universities, Pakistan
H2: MH is significantly related to PC in Teachers of Universities, Pakistan
H3: PC is significantly related to JP in Teachers of Universities, Pakistan



Graph: Relationship among MH, PC and JP

Structure equation modeling was used to examine the potential link between PC and JP. The findings revealed a statistically significant inverse association between MH and JP (regression weight -.46), as well as a substantial inverse relationship between PC and JP (regression weight -.37). When PC was introduced as a mediator, the regression weight between MH and JP, which was previously -0.64, was lowered to -0.46. Partially mediating the link between MH and JP is psychosocial capital. A very good model fit is demonstrated by all admissible values of GFI, CFI, RMSEA, and RMR. Regression weights are shown in Table 6 for each factor and its dimensions. Therefore, we accept:

H1: MH is significantly related to JP in Teachers of Universities, Pakistan

H2: MH is significantly related to PC in Teachers of Universities, Pakistan

H3: PC is significantly related to JP in Teachers of Universities, Pakistan

H4: PC Partially Mediates the Relationship between MH and JP in Teachers of Universities, Pakistan

Table 5: Values of GFI, RMSEA, CFI, RMR, P, DF and Chi Square (CMIN)

CMIN	28.224
DF	17
CMIN/DF	1.660
RMR	.031
GFI	.981
P	.042
CFI	.995
RMSEA	.043

Table 6: Standardized Regression Weights

			Estimate
PC	<---	MH	-.365
F1	<---	MH	-.464
F1	<---	PC	.234
A	<---	MH	.888
D	<---	MH	.860
XR	<---	F1	.946
IR	<---	F1	.879
R	<---	PC	.897
H	<---	PC	.812
E	<---	PC	.918
O	<---	PC	.895

Conclusion

The objective of this research was not only to investigate the relationship among MH, JP and

PC but also to find out the mediating role of PC between the relationship of MH and JP. Data were collected from three hundred and eighty eight (N = 388) teachers including lecturers, assistant professor, associate professor and professor of public universities of Khyber Pakhtunkhwa, Sindh, Panjab and Balochestan provinces of Pakistan. Barron and Kenny's (1986) principles for testing the mediating effect were followed. The results of correlation revealed that both dimensions of metal health (anxiety and depression) had a negative relationship with JP and PC. However, PC has a significant positive relationship with JP. The results of structure equation modeling revealed that PC partially mediated the relationship between MH and JP.

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