



RESEARCH ARTICLE

Psychological Capital and Quality of Life Among Secondary School Tutors in Kwara State Nigeria

Muraina Kamilu Olanrewaju^{1*}; Kamaldeen Rahmat Tinuke²

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Abstract

The present study attempts to explore the relationship between psychological capital and the quality of life among secondary school tutors in Kwara State. The study adopted descriptive design of ex-post-facto type. Multi-stage sampling technique was used to select 420 participants from 6 local government areas in Kwara State. The variables were measured using validated instrument with reliability co-efficient of 0.81. The data were analyzed using Pearson Product Moment Correlation and regression at 0.05 level of significance. The result confirmed that there was correlation amongst hope and resilience and quality of life. The results indicated that hope and resilience had a relationship with quality of life with an impact factor of (0.54). Therefore, psychological capital increases the quality of life of the tutors in Kwara State. Therefore, based on the findings, it was recommended that counselling and psychologists should intensify their effort to arrange conferences for educational stakeholders on the effects of positive psychological capital on quality of life amongst secondary school tutors.

Keywords: hope; resilience; secondary school; students and quality of life

INTRODUCTION

The potential of any establishments to be superb and precious relies upon the first-class of their human aids. It is imperative to take into consideration the psychological desires of employees such as being happy, loved, understood, noticed, at ease with the job, and stimulated as properly as their monetary desires to make the human sources of an institution qualified. The research in current literature have targeted on the human factor, and with the introduction of high quality psychological capital, it has received significance to boost men and women via focusing on the strengths of human beings. Psychological capital (Psy Cap) refers to one's advantageous psychological country of improvement and consist 4 non-public qualities: self-efficacy, optimism, hope, and resiliency (Luthans, 2007). There has been giant proof displaying that Psy Cap is positively associated to a wide variety of really useful outcomes, such as job satisfaction, health, and psychological well-being, and is negatively associated to countless undesirable outcomes, such as job stress and nervousness (Avey, 2011).

Positive psychology focuses on making people's lives extra productive and rewarding and supporting them actualize their achievable as people (Luthans and Youssef, 2004; Muraina, Alamu and Ogunlade, 2015). Although Psy Cap is viewed as an vital and fine aid for private development, very little look up has tried to study for the attainable elements that may promote Psy Cap. In this existing study, we appear in to fantastic psychological capital (hope and resilience) and fantastic of lifestyles amongst secondary tutors in Kwara State, the place tutors' burnout, stress, and dissatisfaction are turning into developing worries due to the overcrowded classes, confined academic resources, inappropriate authorities policy, heavy work load and low degree of reward.

Hope and resilience are one of the elements which have an effect on the excellent of existence of the tutors. Numerous elements are concerned in this matter. Quality of life, hope, and resilience may want to be pointed out from amongst these matters. The fantastic of existence principle states that a massive phase of happiness originates from whole consciousness of needs, desires, and desires in areas of lifestyles which are of significance to us (Muraina and Olubodun, 2016). On the different hand, hope and resilience are section of the indexes of fine psychology which is described thru residences such as the people believing in their capabilities to succeed, consistently following the goals, developing nice beliefs about them, and tolerating hardships. Also playing psychological capital offers instructors the capacity to higher battle demanding conditions and turn out to be much less anxious in addition to being greater tolerant of problems (Muraina, Alamu and Ogunlade, 2015). It helps

^{1,2} Faculty of Education, Al-Hikmah University Ilorin, Kwara State, Nigeria

**) corresponding author*

Muraina Kamilu Olanrewaju

Email: muraina_kamilu@yahoo.com

them achieve a clearer photo of themselves and to be much less affected by means of day by day occasions and so these sorts of humans are psychologically healthier. Hope and resilience provide which means to an individual's existence via an interactive and evaluation process, they preserve the people's efforts in altering the worrying situations, and put together the man or woman for coming into the scene of motion and assurance their balance and sturdiness in engaging in their goals (Muraina & Hassan, 2022).

According to Muraina, Alamu and Ogunlade (2015), hope is a effective cognitive country primarily based on a experience of profitable goal-directed willpower and planning to meet these goals. In different words, hope is like a snap-shot of a person's modern goal-directed thinking, highlighting the prompted pursuit of dreams and the expectation that these desires can be achieved. Hope is a high quality psychological assemble for future. Individual can have the trust to overcome limitations by means of putting necessary dreams for themselves (Cetin& Basim, 2012). In this way, hope contributes to persons in phrases of feeling themselves powerful. Hope is an most likely private journey and difficult to outline the fee and fantastic have an impact on hope can have on human life, this is broadly diagnosed and hard to ignore. People regularly communicate about hope strengthening their unravel and accompanying them even in their darkest hour; guiding them via reputedly determined circumstances. Hope helps humans to continue to be dedicated to their dreams and prompted to take motion toward reaching these goals. Hope offers human beings a cause to continue, fighting, and believing, that their cutting-edge situations will improve, no matter the unpredictable nature of human existence (Muraina & Hassan, 2022; Muraina and Olubodun, 2016).

Resilience is a especially steady character disposition that contributes to the method of flexibly adapting to the regularly altering needs of existence in an appropriate, consistent, and power way each through adjusting one's skills and competencies and through making desirable use of the elements existing in the environment. The look of the symptoms of nice adaptation additionally ability that the man or woman is capable to cope in a fine way with adversities, conflicts, failures, worrying events, and/or fantastic elements related with growth and developing responsibility (Muraina, Alamu and Ogunlade, 2015). Thus, psychological resilience displays human potential to suffer even the most terrible penalties of stress and comes down to treating hard conditions as challenges to face up to via more than a few varieties of engagement. Resilience is the capacity to mentally or emotionally cope with a disaster or to return to pre-crisis fame quickly. Resilience exists when the man or woman makes use of "mental techniques and behaviours in promotion private belongings and defending self from the possible terrible results of stressors".

Resilience as the technique of adapting nicely in the face of adversity, trauma, tragedy, threats, or giant sources of stress such as household and relationship problems, serious fitness problems, or place of job and monetary stressors. As a great deal as resilience entails "bouncing back" from these challenging experiences, it can additionally contain profound non-public growth. Resilience is the high-quality psychological capability that permits folks to overcome poor conditions correctly (Luthans, 2010; Muraina and Olubodun, 2016). It has been pronounced that rather resilient men and women cope with terrible conditions extra efficiently and adapt to the surroundings greater shortly (Luthans, 2006).

It is vital additionally for academic companies to work with persons having the constructs of super psychological capital (hope and resilience). Educational agencies take an necessary mission in elevating future generations. The position and significance of tutors in enjoyable this mission are past any doubt. In order to have an academic gadget that achieves its objectives, it is necessary to have tutors who are conscious of their very own characteristics, appear at the future with hope, in a position to hostilities again stdifficulties besides giving up, function fashions for their college students and society with their social behaviours, reliable, and have the practicable to enhance these characteristics.

Quality of existence consists of any type of character in an organizational tradition which leads to the increase and development of an individual. The price machine of excellent of existence of character concentrates on investing in humans as the most vital variable in the strategic administration equation. The findings of research point out that executing these plans minimize the individuals' complaints, decreases the price of absence from work, decreases the diploma to which disciplinary rules are applied, will increase optimism in people and will increase their cooperation, it additionally improves lifestyles expectancy and the overall performance of the individuals (Muraina, Alamu and Ogunlade, 2015). On the different hand, assembly the wishes of humans improves the agency and leads to long- time period of the employer (Weber, 2015). Every character has a unique definition and thinking of the great of lifestyles and every man or woman defines it with regard to his experiences, interests, and personality. Muraina and Hassan (2022) defines pleasant of lifestyles as the beliefs the man or woman keep about his lifestyles with regard to the price gadget and the lifestyle of the place he lives and the relationship between these interpretations and the person's supposed priorities, norms, expectations, and objectives. Weber (2015) reflect on consideration on first-class of lifestyles as being comfortable or disenchanting with the elements of private lifestyles which are vital to the individual.

Purpose of the Study

The leading basis of this study is to review the psychological capital and quality of life among secondary school tutors in Kwara State. Precisely, the study strived to determine;

1. The relationship between hope and quality of life amongst secondary school tutors in Kwara State.
2. The relationship between resilience and quality of life amongst secondary school tutors in Kwara State.

Research Hypothesis

1. There is no significant relationship between hope and quality of life amongst secondary school tutors in Kwara State.
2. There is no significant relationship between resilience and quality of life amongst secondary school tutors in Kwara State.

MATERIALS AND METHODS

The lookup structure adopted in this study used to be a descriptive lookup of *ex-post-facto* type. The descriptive graph is the systematic empirical enquiry in which the researcher does now not manipulate or have direct

manipulation of the situation. The population of this study consists of all secondary school tutors in Kwara State. For the motive of this investigation, the researcher employed the multistage sampling technique, the first stage concerned the use of random sampling approach in selecting 6 Local Government Areas in Kwara State, subsequent 10 secondary schools were randomly selected in each LGAs. Also, in each selected LGAs, 10 tutors comprising of male and female were randomly chosen. On the whole, total number of participants used for this study is 600 tutors. The questionnaire was administered to respondents. The respondents had been requested to fill their demographical important points and tick the picks that first-class signify their opinions.

Quality of Life Scale

Quality of Life Scale developed by Muraina and Hassan (2022) was used to measure the level of quality of life among secondary school tutors. It has 10 items. The scale used 5 Likert-type ranging from SD (Strongly Disagree) to SA (Strongly Agree). Originally, the reliability index of the instrument as stated by the authors was .89 with test-retest reliability (.95).

Hope Scale

Hope scale developed by Muraina and Olubodun (2016) was used to assess the hope level of the participants. It has 10 items with 5 Likert scale ranging from SD (Strongly Disagree) to SA (Strongly Agree). The scale has a reliability of 0.85 as stated by the Author.

Resilience Scale

Resilience scale developed by Windle (2011) was used to assess the level of the resilience in participants. It is 10 item scale primarily based on 5-point Likert scale which used the responses, strongly agree (SA), agree (A), undecided (U), disagree (D), strongly disagree (SD). The scale confirmed enough interior consistency with alpha coefficient of 0.70, and reliability indices of 0.81.

DISCUSSION

In this study, the tutors' perceptions of positive psychological capital were identified and the barriers negatively affecting their positive psychological capital in educational organizations and the practices possible to be implemented were examined. In this part of the study, the findings will be discussed by comparing them with those in the literature. Regarding the first hypothesis of the study, it was found that the tutors' positive psychological capital were at the level of "strongly agree" that is the highest level. Based on the results, it can be asserted that it is a promising result for the education system to have tutors who have a high level of positive psychological capital. It is thought that tutors, the most important and effective stakeholder, can contribute to the development of the education system in case they can look to the future with hope and resilience, be a social model, have a reliable structure and feel themselves safe, be aware of their own capacities and abilities to improve themselves despite of the negative conditions. This discovering is perfect with that of Muraina & Hassan (2022) assert that hope gives people a reason to continue, fighting, and believing, that

their current circumstances will improve, despite the unpredictable nature of human existence.

The second hypothesis confirmed that there was significant relationship between the resilience and quality of life among secondary school tutors. The result shows that the tutors had the highest mean scores for psychological resilience. It is thought that this result stems from the characteristics of the teaching profession. Since it takes a certain amount of time for students to be raised, tutors get the rewards for their efforts in the long run, and this contributes to tutors' psychological resilience. Education system is a system where students with different physical, sociological, psychological, and economic characteristics are brought together and developed through education. In this system, tutors may face many challenges in adaptation and integration in terms of educating and developing students in line with the needs and demands of the society. This is in line with Luthans (2006) of the view that highly resilient individuals cope with negative situations more successfully and adapt to the environment more quickly.

CONCLUSION

It used to be certainly set up that positive psychological capital (hope and resilience) is an important and positive resources for personal development amongst secondary school tutors. Tutors who have higher levels of psychological capital look positively at events around them and are less affected by destructive effects of negative experiences at school and from the government. Tutors having higher levels of psychological capital have higher levels of job satisfaction and organizational commitment, and this helps them to find motivation for their work more easily. Also, tutors having higher levels of psychological capital feel higher levels of organizational commitment because of their higher levels of satisfaction, and thus they less frequently intend to leave school. Therefore, they less frequently develop negative attitudes at school and they more frequently develop positive attitudes towards various positions in school like school.

RECOMMENDATIONS

Based on the findings of this study, the following had been recommended;

1. Educational leaders should consider tutors' psychological capital competencies as a part of the teacher selection criteria to increase the effectiveness of schools by recruiting hopeful and resilient tutors who have more positive thoughts than the others.
2. It would be helpful for school managers to invest in strengthening tutors' psychological capital if they want them to develop positive attitudes and to be less vulnerable to adverse effects of negative experiences at work.
3. Counselling and psychologists should intensify their effort to arrange conferences for educational stakeholders on the effects of positive psychological capital on quality of life amongst secondary school tutors and its effects on educational attainment.

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