
INTERRELATIONBETWEENPSYCHO LOGICALCAPITAL,CAREER ADAPTABILITY AND MINDFULNESS AMONG STUDENTS

PREETI KUMARISeedling School of Management Studies,
Jaipur National University,
Jaipur, India

ABSTRACT:

The purpose of this paper is to examine the impact and interrelation between positive Psychological capital, career adaptabilities and mindfulness among students of technical and professional institution

Keywords: *Mindfulness, Psychological capital, career adaptabilities, meditation*

INTRODUCTION:

This is an era of globalization that is ever changing. This brings stress associated with career uncertainty and this unpredictability required frequent emotional adjustments. To adapt efficiently individual must possess positive psychological capital and mindfulness. Despite limited research devoted to examining psychological capital and mindfulness there have been some emerging studies to identify how psychological capital and mindfulness could be used as an individual stress reduction and increase career adaptability strategy in order to enhance personal well-being. Career adaptability represents individuals' resources (attitudes, beliefs and competencies) to respond to potentially stressful work-related situations and challenges. Career adapt-ability has been shown to relate to personality, employability skills, orientations to happiness and work stress, and general and professional well-being. In today's fast-evolving career context marked by multiple transitions and increased personal responsibility, generic competencies transferrable to various occupational situations, in addition to discipline-specific and technical skills, are increasingly becoming more valued in the workforce. For instance, self-management skills are highlighted in various national policy reports. Correspondingly, research evidence suggests that career adaptable individuals are more capable of finding better job opportunities, successfully transitioning to work, and securing high quality employment. Career adaptability is one of the key enabling meta-competencies in a fast-paced and evolving work context. It refers to a set of "attitudes, competencies, and behaviors that individuals use in fitting themselves Psychological capital enable individuals to handle the complexity of career in this ever changing environment. PsyCap is an individual's positive psychological state of development. PsyCap consists of the four psychological resources, including self-efficacy, hope, optimism and resiliency. Research shows that individual with positive psychological capital possess higher self-efficacy, higher hope, more optimistic and high resiliency. As Lyubomirsky, King, and Diener (2005) asserted that these four positive psychological resources could help individual thrive and succeed at work. People with high levels of psychological capital put the necessary effort to succeed in challenging tasks (self-efficacy), exhibit positive behavior (optimism) on task performance and redirect their paths toward goals in order to succeed (hope). Besides that, when confronted by problems and adversities, resist and move on (resilience). Mindfulness is the basic human ability to be fully present, aware of where we are and what we're doing, and not overly reactive or overwhelmed by what's going on around us. In addition to Bishop et al.'s (2004) proposal of two components of mindfulness, Feldman et al.(2007) categories mindfulness into four facets: first, awareness of experience; second, ability to regulate attention; third, an orientation to present experience; and fourth, an attitude of acceptance or non-judgment towards the present experience. Awareness" helps develop "attention" skills. Empirically, improved attentional skills were found to be positively related to a high level of cognitive skills important to develop

interpersonal communication competency Mindfulness contributes to the optimal functioning of individuals, groups, and organizations. Despite the growing literature both on PsyCap, career adaptability and mindfulness, the relationship between PsyCap and career adaptability is less examined. Furthermore, very less research to examine the relation between mindfulness and career adaptability. The scanty research did examine tends to treat mindfulness as a single construct to influence workplace engagement. Our current study takes a different path to search for new ways to enhance career adaptability via examining the effect of different facets of PsyCap and mindfulness. It is believed that career adaptability is essentially driven by individuals positive PsyCap and mindfulness.

Even though there were some research effort of linking PsyCap and mindfulness to career adaptability how and what facet of PsyCap and mindfulness impacts more or less on career adaptability remains as unanswered research questions. The current study intends to fill up the gap.

DESIGN/METHODOLOGY/APPROACH:

In total, 91 students from technical institutions were selected from the Jaipur. Results were drawn using bivariate correlation and linear regression on the data that were collected through adopted questionnaire.

Findings: – This paper leads to a conceptual framework proposing direct relationships between psychological capital, mindfulness and career adaptability.

Practical implications: – The proposed conceptual framework should form the basis of many interventions, especially in relation to boosting psychological capital, mindfulness and career adaptability. By suggesting the association between psychological capital, mindfulness and career adaptability, this paper highlights potential benefits from being more career adaptable. Further the students with higher psychological capital and mindfulness should be selected to create positive work environment which can be an inspiration for others.

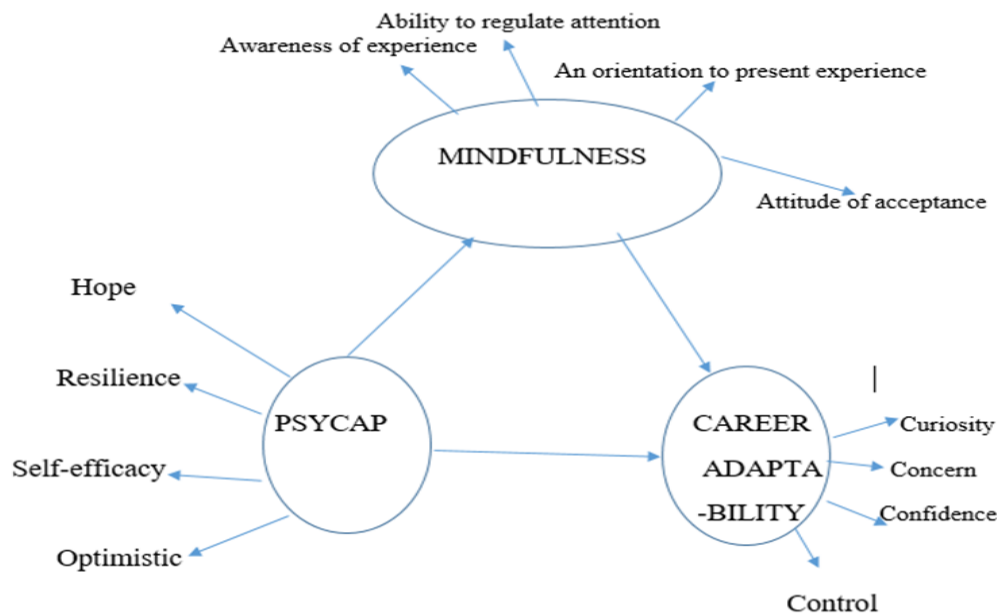
Originality/value: – This novel paper has the potential to stimulate the empirical studies on career adaptability through the association of, psychological capital and mindfulness

MEASUREMENT PROCEDURE:

This study can be characterized as a survey, descriptive and quantitative approach on data. The study population comprises the students of technical and professional course of various universities in India. The choice of this sample was made as a result of the fact that as student of this institution need to be more adaptable and also at this stage they have clear about their own perspective about things. The final sample investigated in the research was composed of 91 academics who studied in the various universities. The purpose of this type of study is to generalize from a sample to a population so that inference can be made about the characteristic, attitude or behavior of the population. This constitutes the major advantage of a survey research design.

RESEARCH FRAME WORK:

The aim of the present study is to examine study the interrelationships among PsyCap&, mindfulness with career adaptability. Career adaptability involves two parameters, namely, PsyCap and mindfulness. The independent variables taken under study were the PsyCap and mindfulness me. Career adaptability is taken as the dependent variable for the study. The dimensions of variables under study are listed in Figure



DATA COLLECTION METHOD:-

The data was collected using both by primary data collection methods as well as secondary sources.

PRIMARY DATA: Most of the information was gathered through primary sources'. The methods that were used to collect primary data are:

- Online Questionnaire

SECONDARY DATA: Secondary data that was used to web sites and published materials related to Management System relevant information of Intelnet Global Services.

The **secondary data** was collected through:

1. Text Book
2. Magazines
3. Journals
4. Internet

SAMPLE SIZE: 70

[6] SAMPLING TECHNIQUE:

The selection of respondents was done on the basis of convenience sampling (Non- Probability).

STATISTICAL TOOLS:

SPSS &MS-EXCEL was used to prepare pie- charts and graphs and MS-WORD was used to prepare or write the whole project report.

HPYOTHESIS DEVELOPMENT

Specifically, the main research questions of the survey were as follows:-

H1. Is there any interrelation between the dimensions of psychological capital and the dimension of career adaptability in the entire sample?

H2. Is there is any interrelation between mindfulness and career adaptability?

H3. Is there is any relation between psychological capital and mindfulness?

[8] FINDING AND ANALYSIS OF DATA:-

		PsyCap	Mindfulness	Career Adaptability
PsyCap	Correlation coefficient	1	0.6410	0.8450
Mindfulness		0.6410	1	0.4348
Career Adaptability		0.8450	0.6348	1

RESULT AND DISCUSSIONS:

Regressions analysis was run to test the relation between PsyCap and career adaptability. Table represents the regression results. Model 1 suggests that indeed PsyCap as a Single construct is significantly related to mindfulness (adjusted $R^2=.40$, coefficient .64), supporting H1 which ensures that if students with high PsyCap are having more mindfulness.

Regressions analysis was run to test the relation between PsyCap and career adaptability. Table presents the regression results it suggests that indeed PsyCap as a Single construct is significantly related to career adaptability (adjusted $R^2=.70$), supporting H2 which implies in order to enhance career adaptability among students psychological capital should be improved.

Table presents the regression results. Model 1 suggests that indeed mindfulness is significantly related to career adaptability (adjusted $R^2=.39$, coefficient .43), supporting H3. Mediation of mindfulness between PsyCap and career adaptability is analyze with the help of Baron and Kenny's (1986) model and using SPSS software. Baron and Kenny's (1986) steps for mediation.

LIMITATIONS:

The data used to test this research model were a single point with a vulnerability to carry common method bias, further due to self-reported responses of psychological capital mindfulness and career adaptability, there is possibility respondent might have not pay attention due to lack of interest or time. This study missed an important aspect of role of overall experience, family income, family size and physical appearance of the student toward career adaptability. The model used in this research and subsequent results are based on responses from the student of technical and professional institutions running under only in Jaipur, future research is required to test viability of this model for other geographic location and other sectors of education who wish to find students from industry.

CONCLUSIONS

Notwithstanding the limitations of the study, this research made the novel contribution of applying for the first time the construct of PsyCap and mindfulness in relation to notion of career adaptability among Indian students .Considering the paucity of research on PsyCap, mindfulness and career adaptability among the student, this study contributed valuable new insights that may inform career development interventions for students. The results of the study emphasize the importance of developing students' psychological capital in order to strengthen their career adaptability.

Attending to interventions that can aid the students in identifying personal strengths in terms of their career-related psychosocial meta-capacities (e.g., PsyCap, mindfulness and career adaptability) is crucial for dealing with career related uncertainties in the ever changing era

REFERENCES

1. Merino-Tejedor E, Hontangas PM, Petrides KV. La adaptabilidad a la carrera media el efecto de la inteligencia emocional rasgo sobre el compromiso académico. *Rev Psicodidact.* 2018. <https://doi.org/10.1016/j.psicod.2017.10.001>
2. Coetzee, M., & Harry, N., Emotional intelligence as a predictor of employees' career adaptability, *Journal of Vocational Behavior* (2013), <http://dx.doi.org/10.1016/j.jvb.2013.09.001>
3. Adailson Soares Santos, Mário Teixeira Reis Neto, Ernst Verwaal, (2018) "Does cultural capital matter for individual job performance? A large-scale survey of the impact of cultural, social and psychological capital on individual performance in Brazil", *International Journal of Productivity and Performance Management*, Vol. 67 Issue: 8, pp.1352-1370, <https://doi.org/10.1108/IJPPM-05-2017-0110>
4. Laramie R. Tolentino a, Patrick Raymond James M. Garcia a, Vinh Nhat Lu a, Simon Lloyd D. Restubog a, Prashant Bordia a, Carolin Plewa Research School of Management, The Australian National University, Australia The University of Adelaide, Australia, 2013
5. <http://dx.doi.org/10.1016/j.jvb.2013.11.004>
6. Fahri Özsungur, (2019) "The impact of ethical leadership on service innovation behavior: The mediating role of psychological capital", *Asia Pacific Journal of Innovation and Entrepreneurship* <https://doi.org/10.1108/APJIE-12-2018-0073>
7. Adailson Soares Santos, Mário Teixeira Reis Neto, Ernst Verwaal, (2018) "Does cultural capital matter for individual job performance? A large-scale survey of the impact of cultural, social and psychological capital on individual performance in Brazil", *International Journal of Productivity and Performance Management*, Vol. 67 Issue: 8, pp.1352-1370, <https://doi.org/10.1108/IJPPM-05-2017-0110>