

EXPLORING CONNECTIONS BETWEEN PSYCHOLOGICAL CAPITAL (PSYCAP) AND EMPLOYEE QUALITY OF WORKLIFE (QWL) OF OIL FACILITY WORKERS.

REBECCA NGOZI EGWUENU (Corresponding Author)

University of Delta, Agbor, Nigeria.
rebecca.egwuenu@unidel.edu.ng

PROFESSOR BENJAMIN OSAYAWE EHIGIE

University of Ibadan, Ibadan, Nigeria.
benosang@yahoo.com

ABSTRACT

The study explored the connections between psychological capital (PsyCap), its components and employee quality of work-life (QWL) of oil facility workers of indigenous oil companies in the Niger-Delta region of Nigeria. The study utilised 247 employees of eight (8) oil facilities. Standardized questionnaires were used to collect data on psychological capital ($\alpha = 0.88$) and quality of work-life ($\alpha = 0.90$). Pearson correlation and multiple regression analysis were used for analysis of data and results confirmed at a 0.05 level of significance. Three hypotheses were tested in this study. Hypothesis one showed a significant positive relationship between Psycap and QWL [$r(245) = .768$; $p < .01$]. The second hypotheses showed a significant positive relationship between PsyCap's four components of hope ($r = .66$, $p < .01$), optimism ($r = .73$, $p < .01$), resilience ($r = .54$, $p < .01$) self-efficacy ($r = .71$, $p < .01$) and QWL. Hypothesis three showed that all four components of PsyCap jointly predicted QWL ($F(4, 242) = 100.17$, $p < .001$, $R^2 = .62$) with self-efficacy ($\beta = .36$, $t = 5.28$, $p < .001$) and resilience ($\beta = .42$, $t = 7.04$; $p < .001$) making significant independent contributions to quality of work life.

The findings indicate that PsyCap components wield significant influence on the QWL of oil facility workers and promotes attitudes that enhance productivity among employees and its recommended that oil firms develop reward programmes that promote these attributes and provide training for employees on the development of these qualities if increased productivity is the goal.

Keywords: Psychological capital; *Quality of Working Life*; *Oil facility employees*; *Self-efficacy*; *Resilience*

EXPLORER LES CONNEXIONS ENTRE LE CAPITAL PSYCHOLOGIQUE (PSYCAP) ET LA QUALITÉ DE VIE AU TRAVAIL (QVT) DES TRAVAILLEURS DES INSTALLATIONS PÉTROLIÈRES

Rebecca Ngozi Ekwuenu
Université du Delta, Agbor, Nigéria.
rebecca.egwuenu@unidel.edu.ng

2. Professeur Benjamin OsayaweEhigie
 Université d'Ibadan, Ibadan, Nigéria.
 benosang@yahoo.com

ABSTRAIT

L'étude a exploré les liens entre le capital psychologique (PsyCap), ses composants et la qualité de vie au travail (QVT) des travailleurs des installations pétrolières des compagnies pétrolières indigènes dans la région du delta du Niger au Nigeria. L'étude a utilisé 247 employés de huit (8) installations pétrolières. Des questionnaires standardisés ont été utilisés pour collecter des données sur le capital psychologique ($\alpha = 0,88$) et la qualité de vie au travail ($\alpha = 0,90$). La corrélation de Pearson et l'analyse de régression multiple ont été utilisées pour l'analyse des données et des résultats confirmés à un niveau de signification de 0,05. Trois hypothèses ont été testées dans cette étude. La première hypothèse a montré une relation positive significative entre Psycap et QVT [$r(245) = 0,768$; $p < 0,01$]. Les deuxièmes hypothèses ont montré une relation positive significative entre les quatre composantes de PsyCap : espoir ($r = 0,66$, $p < 0,01$), optimisme ($r = 0,73$, $p < 0,01$), résilience ($r = 0,54$, $p < 0,01$) et auto-efficacité ($r = 0,71$, $p < 0,01$) et QWL. La troisième hypothèse a montré que les quatre composantes de PsyCap prédisaient conjointement la QVT ($F(4, 242) = 100,17$, $p < 0,001$, $R^2 = 0,62$) avec l'auto-efficacité ($\beta = 0,36$, $t = 5,28$, $p < 0,001$) et la résilience ($\beta = 0,42$, $t = 7,04$; $p < 0,001$) apportant des contributions indépendantes significatives à la qualité de vie au travail. Les résultats indiquent que les composants PsyCap exercent une influence significative sur la qualité de vie des travailleurs des installations pétrolières et favorisent des attitudes qui améliorent la productivité des employés et il est recommandé aux entreprises pétrolières de développer des programmes de récompense qui promeuvent ces attributs et offrent une formation aux employés sur le développement de ces qualités si elles sont augmentées. la productivité est l'objectif.

INTRODUCTION

Research on quality of work-life is rife alluding to its importance in the management of humans and achievement of organisational goals. In fact, the satisfaction of employees with work has been linked to it (Afroz, 2017). Interest in the construct of quality of work-life marks a shift of focus from machines to individual members of the organization considered the most valuable assets organizations have. This shift of focus is seen by the efforts organizations put to mobilise and engage people proactively in the activities of their organizations. These efforts have been reflected by the changes in modes of operations and management practices organizations put forth as well as the volume of investment made by organisations to enable their employees develop their capacities to innovate, design and improve on the modes of products and service delivery (Timossi, Pedroso, Francisco and Pilatti, 2008). QWL covers all aspects of an employee's work; psychological, social, physical and environmental (Nayak and Sahoo, 2015) and is the outcome of an employee's perceptual comparison of his expectations, desires and hopes with his reality at work (Argentero, Miglioretti & Angilletta, 2007). It is designed by organisations to provide improved working conditions and employee experiences and satisfaction with work. For instance, Saraji and Dargahi (2006) stated that QWL for health care employees is designed to

improve employee satisfaction, strengthen workplace learning and help employees to manage change and transit in their chosen career paths.

Psychological capital is perceived to be a person's inner resource, a product of one's beliefs or convictions about having the capacity to succeed at strenuous tasks or challenging situations. The term is used to describe an individual's development of higher order positive psychological states reflected in attributes of positivity such as hope, optimism, resilience and self efficacy. These positive attributes make up the core components of PsyCap and are perceived as crucial to the development of positivity needed to thrive in physically strenuous and mentally tasking situations of work as obtainable at rigs, flow stations and other oil facilities. Psychological capital is believed to be strengthened by previous successes at challenging tasks. It is influenced by watching others who have made a success of work in spite of the challenges. Research has shown that psychological capital is an individual resource that has shown positive connections with employee wellbeing, job performance, job happiness and quality of work-life underscoring its importance as veritable attribute capable of promoting positive outcomes at work. Studies such as that by Luthans, Avey, Avolio, Norman and Combs (2006); Luthans, Avolio, Avey and Norman (2007), Gorgens-Ekermans and Herbert, (2013), Dhanabhakym, Sarath and Fahad, (2022) attest to the critical role psychological capital play in boosting quality of work life.

It has become increasingly imperative that the quality of work life of oil facility workers (rigs, flow stations etc) be examined considering the nature of work, the hazards associated with their work and the nature of the work environment of many of the smaller indigenous oil companies operating in the Niger Delta area of Nigeria. All work on oil facilities (rigs, flow stations and onshore/offshore drilling sites) are physically and mentally tasking, potentially dangerous requiring a great deal of physical and mental stamina as well as strict adherence to rules and laid down work ethics. This is especially so as a seeming act of complacency could result in a swift destruction of life and investment. Research on the QWL of oil facility workers is especially important given the amount of time and energy they expend at the workplace coupled with the major responsibilities they bear at home and society. The combination of these put a lot of pressure in time, energy and expectations on these employees. This consideration is imperative given that a mismatch between family and work roles can be disadvantageous even disastrous for both employees and employers (Sinha, 2012). Also, in spite of the important roles oil facility workers play in the day-to-day lives of citizens, their nature and conditions of work, very little attention has been given to their quality of work-life and possible factors that contribute to some making a success of their work while do not; especially for those in the Niger Delta region of Nigeria. In spite of the volume of research on the quality of work-life for different types of employees, literature on the role of psychological capital on the quality of work-life of oil facility workers remains sparse or even unavailable.

Based on the foregoing, the postulates of this research are:

- i. Psychological capital will show significant positive relationships with quality of work-life of oil facility employees.

- ii. Psychological capital components of hope, optimism, resilience and self efficacy will show significant positive relationships with quality of work life of oil facility employees.

Psychological capital components of hope, optimism, self efficacy and resiliency will independently and jointly predict the quality of work-life of oil facility employees.

Review of Related Literature

- **Quality of Work-life**

The concept of QWL has received strident attention from scholars because of the advantages it confers on employers and employees alike. Authors have tried to describe the concept in line with their perceptions of what the construct represent. Nadler and Lawler, (1983) in Mensah and Lebbaeus, (2013:197) defined quality of work life as “the individual’s perception and attitude towards his work and the total working environment”. Mensah and Lebbaeus, (2013) defined it as an individual’s evaluative reactions to, and satisfaction with his/her work and the total working environment. Argentero, Miglioretti&Angilletta, 2007 defined the term as “the result of an examination that each person conducts by comparing his own desires, hopes and expectations with what he perceives as reality”. In their study of the quality of work-life of nurses, Brooks and Anderson (2005) defined nursing QWL as the extent to which registered nurses were able to use their experiences at work to satisfy key personal needs while achieving organizational goals.

Many factors have been identified as indicators of quality of work life. These factors include harmless work atmosphere, job-related health care, acceptable work hours and a decent pay pack Dhanabhakya, Sarath and Fahad, (2022), harmless work atmosphere, job-related health care, acceptable work hours and a decent pay pack (Pereira and Goncalves (2019)). Other factors are time spent at work, reward and compensation strategies, opportunities for improvement and growth, safety at work, workplace relationships(Pillai and Kurup, (2023)), workers’ health and general wellbeing(Faghih, Pavar, Allameh& Ansari, (2013))as well as mode of payment of wages, career planning, work-life balance and management behavior during the process of responding to employees’ needs(Muindi and K’Obonyo, 2015).Indeed, every aspect of work; the physical work environment, the social work environment, administrative systems and relationships on and off the job; play key roles in quality of work-life experiences of employees.

- **Psychological Capital (PsyCap)**

Psychological capital as an individual construct has been said to be efficacious in managing distress. It is a vital individual resource that promotes stability especially when there is deficiency of social or good organizational support. Like social support which helps to alleviate the negative impact of stressors on the psychological wellbeing of individuals (Igo, Adedayo, Adeladan and Egwuenu, 2021), psychological capital spurs emotional sustenance in times of psychological distress. Luthans and his associates in their efforts to find out how psychological capital assists people confronted with challenging situations make a success of their experiences conceived psychological capital as a personal internal psychological resource which aid individuals

make a success of challenging tasks. Also, Luthans, Youssef & Avolio (2007) talk of psychological capital as “an individual’s positive psychological state of development that makes for success, characterized by confidence, positive attributions and capacities bounce back when beset by adversities. Gorgens-Ekermans & Herbert, (2013) defined psychological capital as a psychological state of possibility that empowers its owners to exhibit traits of positivity that promote success at strenuous activities. Additionally, Lorenz et al. in Luthans, Avolio, Walumbwa and Li, (2005) defined PsyCap as “a core psychological factor of positivity in general, and [positive organizational behavior] criteria meeting states in particular, that go beyond human and social capital to gain a competitive advantage through investment/development of ‘who you are’.

A number of studies have shown that a positive relationship exists between psychological capital and quality of work life for different categories of workers. Studies such as those by Mortazavi and Yazdi, (2012) in Maymand and Bagheri, (2015) reported that psychological capital showed significant relationships with the quality of work-life and other constructs such as job performance, job effort and job attractiveness of bankers. Additionally, the study by Avey, Reichard, Luthans and Mhatre (2011) espoused PsyCap as having a significant relationship with satisfaction, psychological wellbeing and QWL. Also, Nguyen and Nguyen, (2011) found that Psychological capital showed positive associations with the quality of work-life of marketers in Vietnam. In their study of the psychological capital and performance of marketers using SEM, Nguyen, Nguyen, Tran and Nguyen (2011) found PsyCap to show significant connections with qwl ($r = .35$, $p < .001$; $t > 2.58$, $p < 0.01$) Pillai and Kurup (2023) found that psychological capital showed a relationship with quality of work-life ($r = .816$) The core components of psychological capital hope, optimism, resilience and self-efficacy have also been shown to have varying connections with many organizational constructs like job satisfaction, motivation, quality of work life and so on.

The study by Avey et al., (2010) shows that PsyCap may include positive capacities which serve as an individual’s characteristic personal resource that increases one’s coping resources in times of distress thus, improving their QWL. This is corroborated by Schaufeli and Bakker, (2001) who observed that individuals with high PsyCap do not suffer burnout regardless of high job demands and long working hours as is the case with oil facility workers and as such, such individuals find pleasure in working hard and dealing with even higher job demands. Nielsen, Newman, Hirst, Smyth & Hillemann (2017) added that the ability to handle tasking job demands without breaking is because individuals that are high in PsyCap do not only strive to protect the psychological resources they have acquired over time but also keep acquiring and accumulating them such that these resources at some point, begin to generate other resources thereby creating caravans of resources which in turn, result in positive outcomes like better coping, an enhanced wellbeing (Nielsen et al., 2017) and an enhanced quality of work life.

In their work, Mensah and Amponsah-Tawiah, (2014) also found a positive relationship between PsyCap and QWL. Based on the findings of their study, they postulated that PsyCap mitigates the negative effects of work stress and guarantees better QWL. This is in tandem with the research results of the studies by Stajkovic & Luthans, (1998); Legal & Meyer (2009) In: Mortazavi et al., (2012) who found that all four components of PsyCap (self-efficacy, optimism, hope and resilience) have

positive relationship with performance, happiness, wellbeing, satisfaction and QWL of workers.

- **Self-Efficacy**

Self-efficacy is an individual's confidence in their ability to mobilize innate resources to achieve high levels of performance. This includes a person's evaluation of his/her ability, capacity or resources to accomplish given tasks (Paeker, 1998 In: Hirong, 2016) and confidence in knowledge and skills when performing assigned functions (Nguyen and Nguyen, 2012). Self-efficacy is also related to positive organizational outcomes such as emotional regulation, learning and performance. It is for this reason that Snyder et al. (2002) in Pillai and Kurup (2023) say that confident employees have abilities to create different pathways with which they accomplish their goals.

Dhanabhakym et al. (2022) particularly found self-efficacy as a significant positive relationship with the quality of work-life of staff of private hospitals. In a study by Mensah and Lebbaeus (2013), employees of service, financial and tertiary educational organizations in the Cape Coast metropolis, a significant positive relationship between self-efficacy and QWL was also found, suggesting that the higher the self-efficacy, the better the QWL and vice versa.

However, Coelho, Antloga, Maia and Takaki (2017), in their study of military officers on their self-efficacy and QWL, found no significant relationship between self-efficacy and QWL. According to them, it is not possible to promote QWL by focusing only on the individual since his perception of self positively does not result in a better perception of QWL. But, they say that self-efficacy can be configured as a predictor of QWL in that it keeps employees calm and motivated with a conviction in their abilities to make a difference in the organization thus, experiencing wellbeing and better QWL. They attributed this to the ability of self-efficacy to help individuals withstand pressure and difficulties in the daily work, keeping him/her more resistant and skillful at dealing with challenge and difficulties.

- **Hope**

Hope, according to Luthans, Norman, Avolio&Avey, (2008) is "an individual's motivation to succeed at a specific task in a set context". Hope transcends being motivated to do a task; it involves consciously striving and seeking for multiple pathways to get tasks accomplished. Hope comes alive when an individual identifies goals and converts identified goals into actions that help in the attainment of identified goals. (Tho and Nguyen, 2012; Tho et al., 2014 in: Bano, Wadera&Sevak, 2017).

The three components of hope, according to Snyder, Irvin & Anderson (1991) are goal, agency (goal-oriented energy) and pathways/routes (planned or defined routes to goal actualization). These are also referred to as the agency (willpower) and pathway (way-power) respectively by Tho and Nguyen, (2012). Agency enables individuals to set and pursue goals in a way that keeps them motivated throughout the process of pursuit.

On the other hand, pathways (routes) enable individuals generate multiple routes to the attainment of set goals as well as to identify, anticipate and prepare for obstacles they might encounter along routes in a bid to forestall unforeseen impediments that may arise from time to time along defined routes (Avey, Patera& West 2006). Hope has been found to be associated with many positive organizational outcomes such as employee

happiness, satisfaction, performance and retention (Youssef & Luthans, 2007). Dhanabhakyaam, et al. (2022), in their study of the influence of quality of work-life on psychological capital and job satisfaction, found a significant positive relationship between hope and quality of work-life ($r = 0.810$).

- **Optimism**

Optimism involves retention of positive expectations in a situation of change (Nguyen & Nguyen, 2012). This capacity is developed by viewing positive events as personal, permanent and pervasive and negative events as external, temporary and situation-specific varying from person to person and from situation to situation and retaining its place as an important factor in everyday organizational life (Hodges, 2010).

Tho et al., (2014) in Bano, Wadera & Sevak, (2017) define optimism as the tendency to retain a positive outlook in the face of constraints. It, according to Scheier, Carver & Bridges (2001) refers to an individual's expectancy of positive outcomes. In their study of 2009, Scheier and Carver linked optimism to a person's level of confidence and proposed that having high levels of confidence increases perseverance in the face of adversity or challenges. This is in several ways related to job-performance, job-satisfaction and job-happiness.

- **Resilience**

Resilience refers to an individual's ability to resurge; an ability to recover from setback as well as adapt to changing and stressful conditions. This is affirmed in the studies of Masten and Reed (2002), and Tugade (2004). According to Luthans et al., 2005; Masten & Reed, 2002; In: Tho & Nguyen, 2012), resilience is also a person's positive psychological capacity of holding on without giving up in the face of significant adversity or risk. Luthans et al., (2008) noted that resilient workers have the capacity to adapt to challenging circumstances with coping responses that corresponds to the challenge. Complementarily, Nguyen & Nguyen (2012) noted that employees with personal resources or psychological strengths such as resilience display favorable perceptions of their QWL. Meng, Qi and Li, (2011) added that resilient people hold similar ideas of having a strong or outstanding acceptance of reality, a deep belief that often serve to support strongly held values about the meaningfulness of life and an uncanny ability to invent and adapt to notable effects of change.

Thus, resilience is said to have positive relationship with employee performance, happiness and satisfaction. Robertson, Copper, Sarkar and Curvan (2015) in their study found resilience to be associated with lower levels of anxiety, stress, distress, negative emotion, higher levels of self-acceptance, positive affect, psychological wellbeing, self-efficacy, positive outlook, calmness and quality of work life through promotion of higher work vigour, mastery, professional growth, autonomy, job satisfaction, goal attainment, productivity and performance. Additionally, Tseng, Shih, Shen, Ho and Wu (2017) stated that resilience improved the quality of work life of employees. However, Dhanabhakyaam et al. (2022) found no significant association between resilience and quality of work-life.

METHODS

Research Design

The study was done using the correlational survey research design. The researchers adopted the use of questionnaires to gain understanding of the perceptions oil facility workers' have about their quality of work life and so none of the variables were manipulated. The setting of the study was select oil facility workers in Delta State, Nigeria. The setting of the study was select indigenous oil facility workers in Delta State, Nigeria. This is because these forms have similar terms and conditions of operations and engagement and operate smaller OMLs (Oil Mining Lease).

Participants

Participants used in this study comprised of 247 oil rig workers drawn from 9 oil facilities in Delta State. No consideration was given their designation, or terms of contract (whether core or contract staff). Participants comprised of 205 males and 42 females.

Instruments

Two standardized scales were used for data collection in this study. Quality of work-life was measured using an adaptation of the Walton (1985) quality of work life questionnaire ($\alpha = 0.90$) by Timossi, Pedrosso, Carlos de Francisco and Pilatti (2008) which measures the eight (8) components of quality of work-life on a 5-point scale and the Psychological Capital Questionnaire (PCQ) ($\alpha = 0.88$) developed by Luthans, Avolio and Avey (2007) which comprises of 24 items in four subscales of 6-item each measuring the four Psychological capital components of hope, self-efficacy, resilience and optimism.

Results

The socio-demographic characteristics of the participants are as follows:

Participants' age ranged from 18 years to above 50 years. The income of participants ranged from ₦50,000 - ₦200,000 and above. Furthermore, the education background of the participants ranged from PhD degrees (0.0012%), Masters Degree (8.63%), Bachelor degrees or the Higher National Diploma (HND) (51.37%), National Certificate in Education (NCE) or National Diploma (ND) (23.92%), Senior School Certificate (SSCE) (13.33%) while 4 participants have qualifications other than these. Additionally, the work experience of the participants revealed that 24.38% have had 0-5 years of work experience, 36.36% have had 6-10 years, 23.07% 11-15 years, 9.50% have 16-20 years while 5.79% have 20 years and above.

Hypothesis One:

This hypothesis states that psychological capital will show significant positive relationships with quality of work-life.

Table I: Summary table for Pearson's product moment correlation showing the relationship between psychological capital and quality of work-life among oil facility workers in Delta State, Nigeria.

Variables	Mean	SD	r	df	P
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Psychological capital	18.07	4.82
.768	245	<.01
Quality of work-life	103.0620.61	.

The result in table I above showed that psychological capital showed a significant positive relationship with quality of work-life among employees of select oil facilities in Delta State, Nigeria [$r(245) = .768; p < .01$]. This implies that there is a direct relationship between quality of work-life of oil facility workers and the level of psychological capital they possess. This means that the higher the psychological capital of oil facility workers, the better the perception of their quality of work-life. Hypothesis one which stated that Psychological capital will show significant positive relationships with quality of work-life is thus confirmed.

Hypothesis Two

The second hypothesis states that Psychological capital components of hope, optimism, resilience and self efficacy will show significant positive relationships with Quality of work life. This hypothesis was tested using the Pearson’s Product Moment Correlation (PPMC). The result got was presented in the table II below.

Table II: Correlation matrix showing the relationship between psychological capital components and quality of work life

Variables	1	2	3	4	5	Mean	SD
Self Efficacy 5.44	1						17.85
Hope	.79 ^{**}	1			18.45	5.09	
Resiliency 4.36	.67 ^{**}	.71 ^{**}	1				17.70
Optimism	.58 ^{**}	.57 ^{**}	.58 ^{**}	1	18.27	4.38	
QWL 20.61	.71 ^{**}	.66 ^{**}	.73 ^{**}	.54 ^{**}	1		103.96

Result ($r = 0.66, p < 0.01$)

The result above revealed that the psychological capital components of self efficacy ($r = .71, p < .01$), hope ($r = .66, p < .01$), resilience ($r = .73, p < .01$) and optimism ($r = .54, p < .01$) showed significant positive correlations with QWL. This indicates that the higher an employee’s capacities for hope, optimism, resilience and self efficacy, the better the perception he has about his /her quality of work-life. Hypothesis two which stated that psychological capital components of hope, optimism, resilience and self efficacy will show significant positive relationships with Quality of work life is confirmed.

Hypothesis Three

The third hypothesis stated that the psychological capital components of hope, optimism, self efficacy and resiliency will independently and jointly predict the QWL of oil facility workers. This hypothesis was tested using the multiple regression test.

Table III: Multiple regression analysis summary table showing the joint prediction of psychological components of optimism, hope, resilience and self efficacy on employee quality of work life among oil facility workers in Delta State, Nigeria.

DV	Variables	R	R ²	F	P	β	t	P
QWL	Constant	9.26	< .001					
Self Efficacy	.36	5.28	< .001					
Hope	.79	.62	100.17	< .001	.03	.46	> .05	
Resilience					.42	7.04	< .001	
Optimism	.07	1.33	> .05					

Result: $F(4, 242) = 100.17; p < .001$

The result in table III revealed that self efficacy, hope, resilience and optimism significantly jointly predicted employee quality of work life among oil facility workers ($F(4, 242) = 100.17, p < .001, R^2 = .62$). The result further indicated that self efficacy, hope, resilience and optimism accounted for about 62% of the variance in the perception of quality of work life reported by the oil facility workers. Additionally, it was shown from the result that self efficacy ($\beta = .36, t = 5.28, p < .001$) and resilience ($\beta = .42, t = 7.04; p < .001$) independently significantly predicted employee quality of work life while hope and optimism did not. Furthermore, the PsyCap component of resilience ($\beta = .42, t = 7.04; p < .001$) contributed best followed by self efficacy ($\beta = .36, t = 5.28; p < .001$) whereas the contributions of hope ($\beta = .03, t = .46; p > .05$) and optimism ($\beta = .07, t = 1.33; p > .05$) were not significant and did not significantly predict employee quality of work life among oil facility workers.

Discussion of findings

First, hypothesis one which stated that psychological capital will show significant positive relationships with quality of work-life was confirmed. This study found that employees with high psychological capital reported high quality of work-life. The finding of this study is consistent with the findings of Pillai and Kurup (2023) in their study of the role of psychological capital and burnout's relationship with quality of work-life of faculty members of arts and science colleges in Kerala. Pillai and Kurup found psychological capital as having significant positive relationships with qwl and observed that faculty members with high psychological capital reported better quality of work-life and suggested that psychological capital be adopted in the upgrading of employees' nature of work-life. Similarly, in their study of the psychological capital and performance of

marketers using SEM, Nguyen, Nguyen, Tran and Nguyen (2011) found psycap to show significant connections with QWL.

However, Dhanabhakym et al. (2022) found the core components of PsyCap to show varying connections with quality of work-life. He observed that self-efficacy, optimism, hope showed significant positive relationships with QWL except resilience which showed a very weak relationship. This result is similar to with the research results of the Legal & Meyer (2009) In: Mortazavi et al., (2012) who found that all four components of PsyCap have a positive relationship with performance, happiness, wellbeing, satisfaction and QWL of workers. In a similar vein, Tho et al., (2011) in Mortazavi et al., (2012) and Nguyen & Nguyen (2011) in their separate studies of the influence/relationship of PsyCap on QWL found self efficacy, optimism, hope and resiliency to be related to the QWL of employees.

The second hypothesis which states that Psychological capital components of hope, optimism, resilience and self efficacy will show significant positive relationships with Quality of work life was confirmed. ThePsyCap components of self efficacy, hope, resilience and optimism showed significant positive relationships with quality of work life pointing to the fact that higher levels of self efficacy, hope resilience and optimismfacilitates better perception of quality of work life by oil facility employees. This finding indicates that for oil workers to withstand the stress, pressure and the conditions under which they perform work and still perceive their quality of work life as good, the cultivation of the four psychological capital components is imperative.This finding is in tandem with those of Dhanabhakym et al (2022) and Legal and Meyer (2009) In: Mortazavi et al. (2012) who found all four PsyCapcomponenets to show significant positive relationships with QWL. This result is consistent with those of Huang and Luthans (2014) who opined that individuals who demonstrated higher levels of self efficacy, hope, resilience and optimism will experience higher levels of QWL. Additionally, the finding of this study that self efficacy has a significant positive relationship with QWL is in tune with that by Mensah and Lebbaeus's (2013) who found a significant positive relationship between self efficacy and QWL suggesting that higher levels of self efficacy translated to better QWL.

The third hypothesis stated that the psychological capital components of hope, optimism, self efficacy and resiliency will independently and jointly predict QWL of oil facility workers. This hypothesis was partly confirmed in that self efficacy, hope, resilience and optimism significantly jointly predicted employee quality of work life but only self efficacy and resilience made significant independent contributions to quality of work life whereas hope and optimism did not contribute significantly to QWL. The finding of all four components of PsyCapto jointly predict QWL is partly consistent with the studies of Stajkovic&Luthans, (1998); Culberson et al., (2010), Mortazavi et al., (2012); Tho et al., (2011) and Nguyen and Nguyen (2011). These studies found all four components of PsyCap to make significant contributions to performance, happiness, employee wellbeing, satisfaction and QWL.

Nevertheless, the finding that self efficacy significantly predicted QWL is agreeable to the findings of Coelho (2017) who noted that self efficacy predicts QWL and helps in activating and sustaining workers motivation and conviction in the use of their abilities to make a difference in their organization. Moreover, the findings of this study that resilience contributes significantly to QWL and thus predicts QWL is

supported by those of Robertson et al., (2015) and Tseng et al., (2017) who spoke of resilience as contributing to QWL through its association with positive psychological constructs such as psychological wellbeing, lower levels of stress and distress, work vigour, autonomy, professional growth, job satisfaction and QWL.

CONCLUSION

The finding of this study has shown that psychological capital is an important resource for employees who perform challenging work. Its positive associations with quality of work-life make it a veritable asset for employees of organizations who wish to help their organisation gain competitive advantage. So, organizations who cherish performance and employee wellbeing should work to develop programmes aimed at helping their employees cultivate the components of PsyCap especially self-efficacy and resilience which promotes quality of work-life.

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