

## **Efficacy of Psychological Capitals Training on Psychological Resilience and Mental Empowerment of Staff with Work-Family Conflict at the Sarkhoon and Qeshm Gas Company**

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### **Extended Abstract**

#### **Aim**

This study's objective is to examine the impact of psychological capital training on psychological resilience and mental empowerment among employees confronting work-family conflicts at Gas Sarkhun and Qeshm Company in 2021.

#### **Methodology**

This study employs a quasi-experimental design with a pretest-posttest, control group, and three-month follow-up period. The investigation focuses on employees who experience work-family conflict during the spring of 2021 at Gas Sarkhun and Qeshm Company. A visit was made to the counseling center of Gas Sarkhun and Qeshm Company in order to collect the research sample. The Carlson, Kacmar, and Williams (2000) work-family conflict questionnaire was administered to the employees who requested assistance at this center. Those individuals whose questionnaire scores indicated an outlier were identified. At this point, 38 individuals were identified and selected as study participants. A research sample of 30 participants with the highest scores on the work-family conflict instrument was then selected from the identified individuals. 15 individuals were randomly designated to the experimental group, while the same number were assigned to the control group. Inclusion criteria for the study included a score greater than one standard deviation above the mean (score of 54) on the work-family conflict questionnaire, the absence of chronic psychiatric or physiological disorders, a willingness to participate in the research, and age between 25 and 45 years. The experimental group participated in a 10-session psychological capital training program, with each session lasting 90 minutes and occurring once per week. After the intervention commenced, two participants in the experimental group and one participant in the control group chose to withdraw from the study. Consequently, the final cohort for this study consisted of 27 participants (13 in the experimental group and 14 in the control group). The Carlson, Kacmar, & Williams (2000) work-family conflict questionnaire, the Resilience Questionnaire (RQ), and the Psychological Empowerment Scale (PES) were utilized to collect data. Repeated measures analysis of variance was employed to assess the research hypothesis. The collected data were analyzed using the statistical program SPSS-23.

#### **Findings**

The average age of individuals in the experimental group was 39.25 ± 4.11 years, while the average age of individuals in the control group was 42.14 ± 3.56 years. Additionally, the experimental group included 5 male participants (53.85% of the group) and 8 female participants (46.15%). In contrast, the control group comprised six male participants (42.85% of the group) and eight female participants (57.14%). The results of a mixed analysis of variance revealed a significant impact of group membership (training in psychological capital) on the psychological resilience and mental empowerment scores of the employees ( $p < 0.001$ ). The effect size indicated that group membership (intervention group) accounted for 43% and 41% of the variance in the experimental group's psychological resilience and mental empowerment scores, respectively. In addition, there was a significant interaction effect between treatment type and time factor on the scores of psychological resilience and mental empowerment ( $p < 0.001$ ). Comparing the post-test and follow-up scores of psychological resilience and mental empowerment variables in the intervention group to the pre-test scores revealed a significant difference. However, there was no significant difference between the post-test and follow-up phases. On the basis of these findings, it is possible to conclude that the observed alterations in the intervention group were stable over time.

#### **Conclusion**

In conclusion, it can be stated that psychological capital training plays a significant role in enhancing the resilience of individuals. Individuals can improve their social, personal, psychological, emotional, and familial well-being despite confronting significant pressures and risk factors, such as work-family conflict. Consequently, individuals who receive psychological capital training typically develop positive emotions, allowing them to return to their natural state following exposure to stressful situations and challenges. Then, they are provided with proactive strategies to effectively enhance their coping abilities. Training in psychological capital promotes the development of meaning and significance in the personal and familial lives of employees experiencing work-family conflict. As a result, they gain a new outlook on life, which enables them to surmount work- and family-related challenges and conflicts. These obstacles no longer prevent them from pursuing life-enriching objectives. This process leads to an increase in the employees' inner fortitude and psychological empowerment.

**Keywords:** Mental Empowerment, Psychological Capitals, Psychological Resilience, Work-Family Conflict.