

Psychological Capital in Relation to Work Life Balance: A Study on Government Employees

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Abstract—Positive psychology is not a new discipline in psychology rather it is a combination of various areas of psychology with the focus on positive aspects of human behavior. Positive psychology insisted on focusing on positive aspects of human life rather than the negatives and emphasized on valued subjective experiences which include being satisfied and content in the past, having hope and optimism for the future and happiness in the present. The present study explored the relationship between the core constructs of psychological capital (hope, optimism, resilience and efficacy) with work-life balance. The study was conducted on 50 Government employees in Aligarh Muslim University, Aligarh (N=50) as Lower division Clerk (LDC) and Upper division Clerk (UDC) using Psychological Capital Questionnaire (PCQ) developed by Luthans, Youssef, Avolio (2007) and Work life balance questionnaire developed by Haddon(2008). Correlation design was used to analyze the data. Results revealed that psychological capital were positively related with work-life balance, wherein only efficacy, one of the facets of psychological capital, significantly related to work-life balance.

Keywords: Psychological capital, Work life balance, Employees.