

Structural Model of the Relationship between Psychological Capital and Perceived Social Support with Anxiety through the Mediation of Organizational Commitment among Female Nurses

Zahra Foroughi-Kaldareh¹, Bahman Akbari^{2*}, Samereh Asadi-Majreh³

1. Ph.D. Student General Psychology, Department of Psychology, Rasht Branch, Islamic Azad University, Rasht, Iran.
2. Associate Professor, Department of Psychology, Rasht Branch, Islamic Azad University, Rasht, Iran.
3. Assistant Professor, Department of Psychology, Rasht Branch, Islamic Azad University, Rasht, Iran.

*Corresponding Author: Bahman Akbari, Department of Psychology, Rasht Branch, Islamic Azad University, Rasht, Iran.

Email: akbari@iaurasht.ac.ir

Received: 29 January 2021

Accepted: 31 May 2021

Published: 31 August 2021

How to cite this article:

Foroughi-Kaldareh Z, Akbari B, Asadi-Majreh S. Structural Model of the Relationship between Psychological Capital and Perceived Social Support with Anxiety through the Mediation of Organizational Commitment among Female Nurses. *Salāmat-i ijtimāi (Community Health)*. 2021; 8(3):483-495. DOI: <http://doi.org/10.22037/ch.v8i3.31378>.

Abstract

Background and Objective: Nursing is one of the most stressful jobs that can cause anxiety for employees in this profession, which affects their health and the quality of healthcare services. The aim of this study was to investigate the structural model of the relationship between psychological capital and perceived social support with anxiety through the mediation of organizational commitment among female nurses.

Materials and Methods: This descriptive correlational study was conducted with the participation of 320 female nurses working in public and private hospitals in Rasht in 2019, who were selected via convenience sampling method. Data were collected via Luthans Psychological Capital Questionnaire, the Zimet Multidimensional Perceived Social Support Questionnaire, the Allen & Meyer Organizational Commitment Questionnaire, and the Zung Anxiety Scale. Data were analyzed using SPSS version 22 and AMOS version 22 software using Pearson correlation coefficient and structural equation modeling.

Results: With the increase in psychological capital score with a mean (SD) of 100.9 (18.0) and perceived social support score with a mean (SD) of 63.5 (12.9), the score of anxiety with a mean (SD) of 37.3 (8.9) decreased, $P < 0.01$. With increasing psychological capital score and social support score, the score of organizational commitment increased with a mean (SD) of 103.6 (15.9), $P < 0.01$. In addition, with increasing organizational commitment score, the score of anxiety decreased, $P < 0.01$. Psychological capital and social support also indirectly reduced nurses' anxiety by increasing organizational commitment.

Conclusion: The study showed that nurses' anxiety decreased with increasing psychological capital, perceived social support, and organizational commitment. The organizational commitment had a mediating role in the relationship between psychological capital and perceived social support with anxiety, which psychological capital and social support increased organizational commitment and thus reduced nurses' anxiety.

Keywords: Psychological Capital; Perceived Social Support; Anxiety; Organizational Commitment.

Introduction

Nursing is one of the most stressful jobs that can cause anxiety for employees in this profession, which affects their health and the quality of healthcare services. Since nurses play an essential role in health systems, it is necessary to discover the factors related to stress and anxiety and take steps to reduce the impact of these factors on nurses.

Psychological capital has a positive effect on reducing negative emotions such as depression and anxiety (1). Social support has many effects on physical, mental, life satisfaction and various aspects of quality of life (2) and is known as an influential moderating factor in coping with stressful living conditions (3). Research shows that psychological capital predicts organizational

commitment (4), and there is an association between psychological capital (5), perceived social support (6) and organizational commitment (7) with nurses' anxiety. The aim of this study was to investigate the structural model of the relationship between psychological capital and perceived social support with anxiety through the mediation of organizational commitment among female nurses.

Materials and methods

This descriptive correlational study was conducted with the participation of 320 female nurses working in public and private hospitals in Rasht in 2019, who were selected via convenience sampling method. Data were collected via Luthans Psychological Capital Questionnaire (8), the Zimet Multidimensional Perceived Social Support Questionnaire (9), the Allen & Meyer Organizational Commitment Questionnaire (10), and the Zung Anxiety Scale (11). Data were analyzed using SPSS version 22 and AMOS version 22 software using Pearson correlation coefficient and structural equation modeling.

Results

With the increase in psychological capital score with a mean (SD) of 100.9 (18.0) and perceived social support score with a mean (SD) of 63.5 (12.9), the score of anxiety with a mean (SD) of 37.3 (8.9) decreased, $P < 0.01$. With increasing psychological capital score and social support score, the score of organizational commitment increased with a mean (SD) of 103.6 (15.9), $P < 0.01$. In addition, with increasing organizational commitment score, the score of anxiety decreased, $P < 0.01$. Psychological capital and social support also indirectly reduced nurses' anxiety by increasing organizational commitment.

Discussion

The study showed that increased psychological capital was associated with decreased anxiety, consistent with another study (5). Moreover, increased psychological capital was associated with increased organizational commitment, consistent with another study (12). Psychological capital is

one of the indicators of positivism psychology, which is characterized by characteristics such as belief in one's abilities to achieve success, perseverance in pursuing goals, creating positive documents about oneself and enduring problems (1).

Increased perceived social support was associated with decreased anxiety, consistent with another study (6). Social support makes people realize that they are loved by others, cared for, valued and respected, and belong to a network of connections. The more these support and communication networks, the more it helps people cope with environmental pressures and puts them in psychologically more relaxed situations, reducing anxiety.

Perceived social support can equip a person to feel comfortable, confident, belonging, and loved in times of stress (13). People with high levels of social support face problems more confidently and calmly and become more resilient in stressful situations faster than people with low perceived social support. In fact, in the present study, nurses with high levels of perceived social support were less likely to develop anxiety. The most important effect of social support, when exposed to stress, is to reduce anxiety (14). Therefore, it is necessary to pay more attention to perceived social support to reduce anxiety in female nurses.

Conclusion

The study showed that nurses' anxiety decreased with increasing psychological capital, perceived social support, and organizational commitment. The organizational commitment had a mediating role in the relationship between psychological capital and perceived social support with anxiety, which psychological capital and social support increased organizational commitment and thus reduced nurses' anxiety.

Acknowledgment

This study was derived from the doctoral dissertation of the first author. The authors would like to thank all participants of the study.

Conflict of Interest

None of the authors has any conflict of interest to disclose.

Ethical publication statement

We confirm that we have read the Journal's position on issues involved in ethical publication and affirm that this report is

consistent with those guidelines.

Ethical code: IR.IAU.RASHT.REC.1398.010.

REFERENCES

1. Aliyev R, Karakus M. The effects of positive psychological capital and negative feelings on 'students' violence tendency. *Procedia-Social and Behavioral Sciences*.2015; 190, 69-76.
2. Lambert E G, Altheimer I, Hogan N. L. Exploring the relationship between social support and job burnout among correctional staff. *Criminal Justice and Behavior*, 2010; 37(11):1217-36.
3. Mishra, S. Social networks, social capital, social support and academic success in higher education: A systematic review with a special focus on 'underrepresented' students .*Educational Research Review*.2020; 29,100307.
4. Ghasemzadeh-Alishahi A, Heydarizadeh Z, Hasani M. Role of Psychological Capital and Social Capital on Organizational Commitment and Effective Training of Faculty Members.*Strides in Development of Medical Education*. 2014; 12(2):315-324. (Full Text in Persian)
5. Zhou J, Yan, Y, Qiu X, Yang X, Pan H, Ban B, Wang, W. Serial multiple mediation of organizational commitment and job burnout in the relationship between psychological capital and anxiety in Chinese female nurses: A cross-sectional questionnaire survey. *International Journal of Nursing Studies*, 2018;83, 75-82.
6. Liu X.X, Liu, W. H, Ping M, Li C. Y, Liu X. Y, Song P. Correlation between resilience and social support and anxiety in obstetric nurses. *Frontiers of Nursing*. 2018; 5(4): 311-315.
7. Pasquier, D, Valéau P. Organizational Commitment, Anxiety and Affective States at Work. *Revue internationale de psychologie sociale*, 2011;24(1): 5-36.
8. Luthans, F., Avey, J.B., Avolio, B.J & Peterson, S.J. The development and resulting performance impact of positive psychological capital. *Human resource development quarterly*. 2010; 21, 1, 41-65.
9. Zimet G. D, Dahlem, N. W, Zimet, S. G, Farley, G. K. The multidimensional scale of perceived social support. *Journal of Personality Assessment*. 1988; 52, 30-41.
10. Allen N. J, Meyer J. P. The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of occupational psychology*. 1990; 63(1): 1-18.
11. Zung W. W. K. (1971). A rating instrument for anxiety disorders. *Psychosomatics*. 1971; 12, 371–9.
12. Ghasemzadeh-Alishahi A, Heydarizadeh Z, Hasani M. Role of Psychological Capital and Social Capital on Organizational Commitment and Effective Training of Faculty Members.*Strides in Development of Medical Education*. 2014; 12(2):315-324. (Full Text in Persian)
13. Reid K.M, Taylor, M. G. Social support, stress, and maternal postpartum depression: A comparison of supportive relationships. *Soc Sci Res*. 2015; 54, 246-62.
14. Wook K., & Yom, Y. H. The Role of Social Support in the Relationship between Job Stress and Job Satisfaction/Organizational Commitment among Hospital Nurses. *Journal of Korean Acad Nurs*,2017; 33(2), 265-274.