

INVESTIGATING THE EFFECT OF PSYCAP ON THE ASSOCIATION BETWEEN PSYCHOLOGICAL WELL-BEING AND NARCISSISM

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Abstract

This article aims to investigate the abating role played by Psycap in the link between narcissism and Psychological wellbeing. Data was collected from 17 universities in Odisha, including 793 faculty members and the deans of respective faculties. The data collected was analysed with SPSS. The abating role played by Psycap in the link between narcissism and Psychological wellbeing was investigated using moderated hierarchical regression. The findings demonstrate a negative and significant correlation between narcissism and employees' psychological health. Additionally, the outcome of the ordered multiple regression analysis confirms that Psycap has a moderating impact on the association between psychological wellbeing and narcissism.

Keywords: Psychological wellbeing, Narcissism, Hierarchical Regression, PsyCap

Introduction

There has been an increase in the importance of psychological well-being in the field of higher education. Looking for strategies that promote its affirmative impact on faculties' psychological as well as physical health, emotional steadiness and feeling of sufficiency as psychological well-being has chief implication for both the employees as well as organizations. This will

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have positively impact on the working relationship with other co-workers and, if carried on for a longer time, the outcome could enhance the overall essence of teaching.

A lot of studies indicate that the behaviour of the leaders affects the well-being of the employees. According to a study by Gilbreath and Benson (2004), supervisory behaviour affects employee well-being. Various studies suggested that affirmative behaviour of the supervisor, which allows more control over the employees, better communication and organization, has had a significant impact on the overall well-being of the employees beyond the effects of factors such as age, lifestyle, co-operation and support from colleagues and family members. From a study investigated by Van Dierendonck et al in the year 2004, a quite alike concept of leadership behaviour along with their effect on affective well-being in terms of job as well as context free psychological wellbeing, thereby signifying that enriched leadership behaviour was related with augmented wellbeing of the employees.

The term —narcissism, stands as the independent variable of the current study. The term —Narcissism can be stated as a personality trait which includes lavishness, egotism, self-centredness, power, flimsy self- esteem, and aggression (Rosenthal and Pittinsky, 2006). The leaders which fall into the narcissistic category, have flamboyant systems of belief as well as leadership styles, and are usually motivated by their requirements for admiration and power instead of compassionate concern for the elements and establishments which they lead. Leaders with Narcissistic personality are expected to decrease the psychological wellbeing of the employees. According to Campbell and Foster, (2002), they are more likely to resort to the negative behaviours of the partners in means which are not constructive, rather destructive for their relationship. The Narcissistic personality foretells decreased attitudes of forgiveness in intimate relations (Exline, Baumeister, Bushman, Campbell and Finkel, 2004) along with hostility and ferocity against humans (Bushman and Baumeister, 1998) as well as groups of individuals (O'Mara, Gaertner and Iuzzini, 2008), thereby, leading to reduced attitudes of psychological wellbeing.

The aim of the current piece of study is to analyse how the leader's narcissistic personality affects the psychological wellbeing of the employees. Apart from this, the current study focuses on recognizing the variable, PsyCap through which narcissism is associated with psychological wellbeing. The current study begins with the literature review of all the variables such as narcissism, psychological wellbeing and PsyCap. It then proceeds to the creation of hypotheses, framing the research framework and analysing the results. This study also includes implications for the study wherein recommendation will be provided for all the stakeholders including the managers and academician.

Review of Literature and Hypotheses

Psychological wellbeing and Narcissism

According to Spector and Penney (2002), the narcissistic personality of the leader was positively related to the deviant behaviours of the employees. Due to the fact that narcissists are intimidating (Wallace, Baumeister, and Catanese, 2002), tend to be encouraged to demean other individuals (Rhodewalt and Morf, 2001), narcissists tend to be expected to be more inclined towards engaging in behaviours which eventually detriment performance of the individuals working in the organization. Apart from this, various research work suggest that individuals with narcissistic personality, are likely to be involved in hostile behaviour, especially when they have an assumption that the self-concept which they possess, is being tarnished (Sporer and Stucke, 2002). According to Baumeister and Bushman (1998), Narcissistic individuals were more prone to be involved in hostile behaviour due to the fact that they are hyper alert to apparent fears. Individuals with narcissistic personality may be susceptible to be involved in hostile and other aberrant behaviour due to the reason that they are accustomed to witness the work environment in which they function, in adverse and intimidating ways. According to a study conducted by Soyer et al. (1999), narcissistic individuals were more at ease with morally debatable sales behaviours, which stresses the fact that narcissistic individuals are less tied up to the organizational rules of decorum. Merging up all these views together, narcissist individuals may be associated with nonconformity

through a perceptual as well as behavioural process. Narcissistic individuals may be susceptible to expected fear at the workplace, as well as be more likely to retaliate violently to those expected fear. Conversely, divergent behaviour intimidates the overall wellbeing of the people working in the organization (Tourigny and Pulich, 2004). Furthermore, leaders with Narcissistic personality qualities like, grandness, superciliousness, flimsy levels of self esteem, and aggression are expected to make attempts to decrease psychological wellbeing of the employees (Pittinsky and Rosenthal, 2006). Therefore, we expect the narcissistic personality of the leaders to be undesirably linked with the employees' psychological wellbeing.

Hypothesis 1: Narcissism is undesirably linked with the employees' psychological wellbeing.

Curbing impact of PsyCap

PsyCap can be stated as positive psychological developmental state of an individual which is categorized as: (1) having the self-confidence to undertake and apply the needed work to thrive, in terms of demanding responsibilities (self-efficacy); (2) having an affirmative assumption about fostering now as well as in the future (optimism); (3) working hard towards attaining goals as and when required, readdressing their respective routes to achieving specific goals in order to prosper (hope); and (4) when faced by complications, dealing with the situation and rebounding in order to achieve victory (resilience) (Youssef, Avolio, and Luthans, 2007).

PsyCap is anticipated to be positively associated with the wellbeing of the employees. By reviewing the resource theories[§] in psychology, Hobfoll has defined the —resources[§] as —those entities that either are centrally valued in their own right (e.g., self-esteem, close attachments, health, and inner peace) or act as a means to obtain centrally valued ends (e.g., money, social support, and credit).^{||} Lybomirsky et al. (2005) have proposed that apart from skills and attributes, —resources[§] like this help individuals prosper and flourish at in all forms of relationships, at work and in terms of health. According to Baron et

al. (1990) experimental studies have proposed that the ones persuaded into an affirmative state report increased efficacy, have positive outlooks (Brown, 1984), and fix advanced aims for themselves (Baron, 1990). Theorizing affirmative psychological abilities such as optimism and efficacy to be the —resources‖, from which an individual can retrieve, appears to be an essential speculative justification regarding the procedure through which such affirmative dimensions put an impact on an individual's wellbeing (Luthans, Avey, Palmer and Smith, 2010). Various Scholars in the areas of health psychology as well as occupational psychology have narrated that wellbeing is affected by various factors such as: hope (Lehman, Snyder, Monsson and Kluck 2006), self-efficacy (Semmer, Meier, Jacobshagen and Elfering, 2008), resiliency (Keyes, 2007), as well as optimism (Carver et al, 2005).

The superiors having Narcissistic personality possess whims of success and power, along with an inflated notion of importance regarding oneself, and petite consideration towards the requirements of others. Such type of inherent features, give way to the manipulation of others for the only sake of implementing a narcissistic leader's longing for individual augmentation. They anticipate distinct errands without the desire to interchange, generalize relationships as well as drives. They have exaggerated bipolar views; viewing respective things to be either tremendously good or bad as well as supposing others around them as either faithful followers or deadly foes. These pertinent characteristics of leaders falling in the category of narcissistic personality push them towards increased altitudes of stress related to job and decreased altitudes of wellbeing.

There is a belief that employees possessing increased levels of PsyCap assume the adverse impact of the behaviour of narcissist leaders (increased stress related to job, absence of the feeling of empathy, decreased consideration regarding the requirements of employees) to be less as compared to employees possessing decreased PsyCap. PsyCap seems to offer people with the cognitive robustness to efficiently deal with the demands related to the job (Hmieleski, Franklin, and Baroni, 2013). For instance, people possessing increased levels of self-efficacy rely on the fact that they can accomplish whatever they aim

for—and as a matter of fact, they can, —get the job done.¶ This might assist in reducing stress, which generally includes thoughts of being unable to deal with or being overawed (Merritt and Schaubroeck, 1997). Likewise, the individuals who are high in optimism affirm that they will acknowledge affirmative results in near about every state of affairs (Baron and Hmieleski, 2009), and this might help in mitigating stress. Individuals, who are high in hope, possess the aptitude to visualize numerous ways through which they can face and win over challenges, thereby reducing the chance of being loaded by stressors related to work (Sympson, Ybasco, and Snyder 1996). Lastly, individuals who possess high levels of resilience, have met with problematic circumstances in the past and, on the basis of their experience, it is believed that they can face similar circumstances as and when required without having the feeling of helplessness and experiencing stress (Fredrickson, Barrett and Tugade, 2004). Conversely, employees possessing decreased levels of PsyCap are thought of being more prone to the diverse impacts of the narcissist character of the leader even more, due to their decreased altitudes relating to self-efficacy, hope, optimism and resilience. Thereby, both the empirical findings as well as the theory come together to propose that PsyCap can offer an effective shield against the increased levels of the narcissistic personality of the leader. In accordance with it,, we suggest that:

Hypothesis 2: PsyCap regulates the adverse relationship between the wellbeing of the employees and narcissism in such a manner that the association is fragile when PsyCap is at an increased level rather than when it is at a decreased level.

Methodology

Research Goal

In the current piece of study, we aim to investigate the abating role played by Psycap in the link amidst—narcissism¶ and —Psychological wellbeing¶. In order to analyze the d suppositions, an in-depth investigation was carried out through the use of various questionnaires.

Data Collection

The current study consists of a sample of 793 teaching staff and their respective deans who have been selected from different higher education universities in Odisha, were assessed. The selection of universities for data collection purpose was done on a random basis from the universities coming under the Higher Education Department of Odisha. The SPSS software was deployed to assess the data collected from the questionnaires and regression analyses were used to test the three proposed relations.

Analyses and Results

The NPI (Narcissistic Personality Inventory by Anderson et al. 2006), with $\alpha = .89$, which consists of 16 items, was deployed to analyse narcissism. This scale consists of 16 pairs of items wherein, each item consists of opposite statements such as —I always know what I am doingI and —Sometimes I am not sure of what I am doingI. Psychological well-being was analysed using the short form of Psychological Well-Being (1989) questionnaire by Carol Ryff with $\alpha = .83$ which consists of 17 items. The questionnaire included different types of statements, and among them few are, —I think it is important to have new experiences that challenge how you think about yourself and the worldI and —I do not enjoy being in new situations that require me to change my old familiar ways of doing thingsI. This questionnaire consists of —five-point likert scaleI, ranging from 1 - 5 wherein 1 stating —strongly agreeI through 5 stating —strongly disagreeI. Another scale used in the current study was the PsyCap questionnaire by Luthans et al., (2007), with $\alpha = .93$, which is a 24 item questionnaire. The scale consisted of questions such as, —I feel confident making decisions involving uncertainty and riskI, —There are lots of ways around any problemI, etc. The items in the PsyCap questionnaire consist of a —six-point likert scaleI, which ranges from 1 - 6 wherein 1 indicates —strongly agree going through to 6 stating —strongly disagreeI. Tenure of the job, gender and age (demographic variables), which are associated with the employees' wellbeing, in different previous researches (Bonett and Wright, 1997), were controlled.

The first Hypothesis was analyzed with the help of hierarchical regression analysis (Table 2). From the table given below, it can be revealed that narcissism had a negative relation with the psychological wellbeing wherein, $\beta = -.31$; $p < .001$. Therefore, it can be assumed that the above stated finding stands in favor for the first hypothesis.

As per the process outlined in Cohen and Cohen (1983), the second hypothesis of the study was analyzed through moderated hierarchical regression. All the main effects were controlled, then after the significance in terms of the interaction effects was analyzed. The control variables such as job tenure, age and gender (control variables), were entered first, then after, narcissistic personality (predictor variable) was entered, and finally, psychological capital (moderator variable) was entered, and finally the interaction terms were entered at the end. In order to avoid issues pertaining to high inter correlations among the various independent variables, predictor and the various moderator variables were concentrated and the score thus gained were utilized in the process of regression analysis (West and Aiken, 1991).

The second hypothesis, which mentions that, PsyCap regulates the association between narcissism and psychological wellbeing, has attained sturdy provision (Table 3). As far as the interaction effect in terms of narcissism and PsyCap is concerned, it turned out to be significant in terms of psychological wellbeing ($\beta = -.23$, $p < .01$). Therefore, according to the prediction, whenever a teaching staff possessed increased levels of psychological capital, the affiliation between the dean's narcissism and teaching staff's psychological wellbeing appeared to be low and weak.

Conclusion

The current study puts an emphasis on the association among psychological wellbeing and narcissism. The outcome of the study showcased that a head's narcissism had a negative association with the psychological wellbeing of the employees (Hypothesis 1). The best remarkable outcome which emerged out from the data was that the insights of employees regarding psychological

capital impacted the association between employees' psychological wellbeing and narcissism. Thereby, the second hypothesis which states that —psychological capital moderates the narcissistic personality and psychological well-being relationship is entirely sustained. Despite of various studies assessing the relationship between narcissism and performance at work (Rovenpor, Kopelman and Soyer, 1999); association between narcissistic personality and citizenship behaviours in the organizational context (Judge et al., 2006) as well as the link between counterproductive work behaviours and narcissism (Schlegel, Blickle, Klein and Fassbender, 2006) as mentioned in the review of related studies; the relationship between mental wellbeing and narcissism along with the mediator outcome of PsyCap on the association between narcissistic personality and psychological wellbeing are studied and exposed primarily throughout the study thereby distinguishing the current study from other studies.

As, the current study was carried out on various Universities in Odisha; discoveries may not be generalized to various other types of institutions and establishments. Thereby, it is suggested that additional research work may be conducted on different organizations coming under various other sectors apart from higher education, and also in various other countries, in order to make the findings generalizable. Another constraint of the current study is that it employs a —cross-sectional analysis wherein it provides a snapped visual on the anticipated tactics of determining psychological wellbeing. Thereby, it would be a quintessential step to adopt a longitudinal study in order to recognise and add-on to the practice, significance and defects in terms of the procedures, and more specifically, the long-lasting procedures.

It stands very essential on part of the establishments to emphasise on improving the wellbeing of the employees because staffs with low psychological wellbeing may exhibit decreased productivity, tend to take poor decisions, and might show up increased levels of malingering at workplace (Griffin and Danna, 1999). According to the current study, the PsyCap of faculty members' boosted their wellbeing whereas the narcissism of the deans reduced it. The current study showcases a wide number of implications.

Primarily, the Head of the department or Moreover the dean, should put an effort to reduce certain aspects of narcissism within him such as, exaggerating sense of self-worth, absence of sympathy or empathy, in order to increase the staff members' productivity and wellbeing at work. Apart from this, in order to improve the staff members' PsyCap, the Dean should develop a prolific and co-operative organizational culture (Marinova and Chiaburu, 2006), which in turn will have an impact on their psychological wellbeing, thereby reducing the adverse effects of the leaders' narcissism.

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