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**SYNOPSIS FOR STUDENT PROJECT PROPOSAL FOR THE  
46<sup>th</sup> SERIES OF STUDENT PROJECT PROGRAMME**

1) **Project Reference Number** : 46S\_MBA\_119

2) **Title of the project** : VIRTUAL INTERVENTION TO SUPPLEMENT PSYCHOLOGICAL CAPITAL FOR WORKING INDIVIDUALS

3) **Name of the College & Department**: Garden City University, Masters of Business Administration

4) **Name of the students & Guides**

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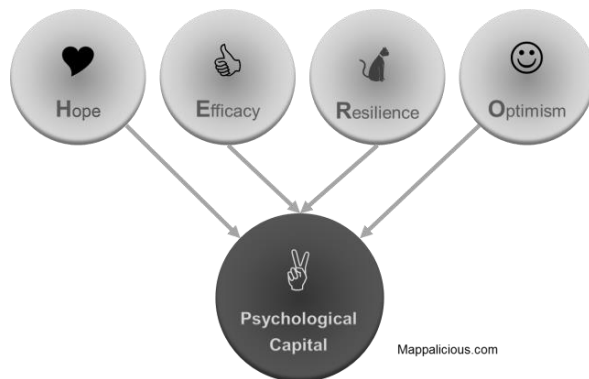
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5) **Keywords** : Psychological capital, PsyCap, Hope, Optimism\*, Self-Efficacy\*, Resilience\*, Psychological capital

6) **Introduction / background (with specific reference to the project, work done earlier, etc)**  
- about 20 lines

The idea of Positive Psychological Capital (PsyCap) which is seen as a valuable extension to the concepts of economic, human, and social capital ( from Luthans et al., 2004). PsyCap is theorized as a higher-order construct that is “composed” of four underlying constructs, precisely Self-Efficacy (also called Confidence), Hope, Optimism, and Resiliency. It’s called higher-order because PsyCap is not just “made of” the underlying constructs, but taken together, they form something new, an entity that is more than the sum of its parts. The diagram shows the whole framework, precisely: the H.E.R.O.



- Hope is as a positive state where our feelings of agency (goal oriented determination) and pathways (proactively planning to achieve those goals) interact.
- Self-efficacy is depicted as confidence in our ability to achieve a specific goal in a specific situation.
- Optimism is theorized as a realistically-positive view of what can or cannot do.
- Resilience is defined as successfully coping with adversity or stress. In organizational settings, it is characterized as the ability to “bounce back” from high workload, conflict, failure, and ongoing organizational change.

**Psychological Capital Intervention (PCI) model.** The PCI that is used must be adaptable to several training parameters including the size of the group, whether it is an intact or stranger group, and the nature of the work or activity in which the participants are engaged.

Focus on process of HERO development	Examples of developmental tools	Proximal outcomes: Individual PsyCap, ePsyCap, oPsyCap	Sustainability examples	Distal evidence-based desirable outcomes
<p><b>Hope</b> Goals and pathways design Implementing scenario and obstacle planning</p> <p><b>Efficacy</b> Experiencing success and modeling relevant others Persuasion, positive feedback, and arousal</p> <p><b>Resilience</b> Identifying and building assets/avoiding risks How to affect the influence process</p> <p><b>Optimism</b> Interpret, attribute events positively Glass half full Developing positive expectancy</p>	<p>SMART goal setting Goal setting exercise</p> <ul style="list-style-type: none"> <li>Goals</li> <li>List barriers</li> <li>List ways around barriers</li> </ul> <p>Do three positive things/interactions each day</p> <ul style="list-style-type: none"> <li>Use rubber bands on wrist to remind</li> </ul> <p>Keep nightly log/diary of three things to be grateful for each day</p> <p>Use contingent positive reinforcement</p> <ul style="list-style-type: none"> <li>Recognition</li> <li>Appreciation</li> <li>Positive feedback</li> </ul> <p>Write gratitude letter</p> <ul style="list-style-type: none"> <li>Hand-write</li> <li>More than thank-you note</li> <li>Relative, teacher, mentor, friend, co-worker, boss</li> </ul> <p>Balanced well-being</p> <ul style="list-style-type: none"> <li>Relationships</li> <li>Exercise, relax, exercise</li> <li>Meditate and Yoga</li> <li>Hydrate and eat right</li> </ul>	<p><b>HOPE</b></p> <p><b>EFFICACY/CONFIDENCE</b></p> <p><b>RESILIENCE</b></p> <p><b>REALISTIC OPTIMISM</b></p> <p><b>Further development and replenishment of one's psychological resources or the</b></p> <p><b>H</b></p> <p><b>E</b></p> <p><b>R</b></p> <p><b>O</b></p> <p><b>within</b></p>	<p>Periodic coaching</p> <ul style="list-style-type: none"> <li>Face-to-face</li> <li>Online</li> </ul> <p>Apps</p> <ul style="list-style-type: none"> <li>Scheduled reminders</li> <li>"Happify" usage</li> </ul> <p>Periodic inspirational videos</p> <ul style="list-style-type: none"> <li>TED talks</li> <li>Sports</li> <li>Music</li> </ul> <p>Video/smartphone games</p> <ul style="list-style-type: none"> <li>"SuperBetter"</li> <li>Interactive, strategic</li> </ul> <p>Gamification for continual PsyCap engagement</p> <ul style="list-style-type: none"> <li>Tracking</li> <li>Achievements</li> <li>Social networking</li> <li>Challenges and competing</li> </ul>	<p><b>HIGHER PERFORMANCE</b> and</p> <p>Satisfaction Happiness Commitment Well-being Engagement Mindfulness Creativity Innovation Hardiness Identification Citizenship Relationship satisfaction Health satisfaction Voice Problem-solving Safety</p> <p><b>LOWER</b></p> <p>Stress Anxiety Depression Burnout Substance abuse Negative affect Cynicism Turnover intent Deviance Work-family conflict BMI (body mass index)</p>

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## 7) Objectives :

- i. To investigate the effect of PsyCap on productivity at workplace setting.
- ii. To examine psychological capital intervention (PCI) model and examine its influence on work-related attitudes.
- iii. To evaluate if virtual interventions display developments of the four components of PsyCap
- iv. To develop a virtual intervention to cater the needs of PsyCap.

## 8) Methodology ( about 20 lines on materials, methods, details of work carried out, including drawings, diagrams etc)

- i. This research will employ a qualitative and quantitative research methodology to identify strategies for designing effective Psychological Capital application keeping 4 components- Hope ,self efficacy,Resilience and optimism .
- ii. A structured questionnaire is developed for the same which is getting distributed to the respondents.
- iii. The respondents are working professionals from both the genders of age range of 25-45 years.
- iv. The research will utilize a combination of literature review, interviews, observation and surveys by using questionnaires as an instrument to collect data from both experts and

learners.

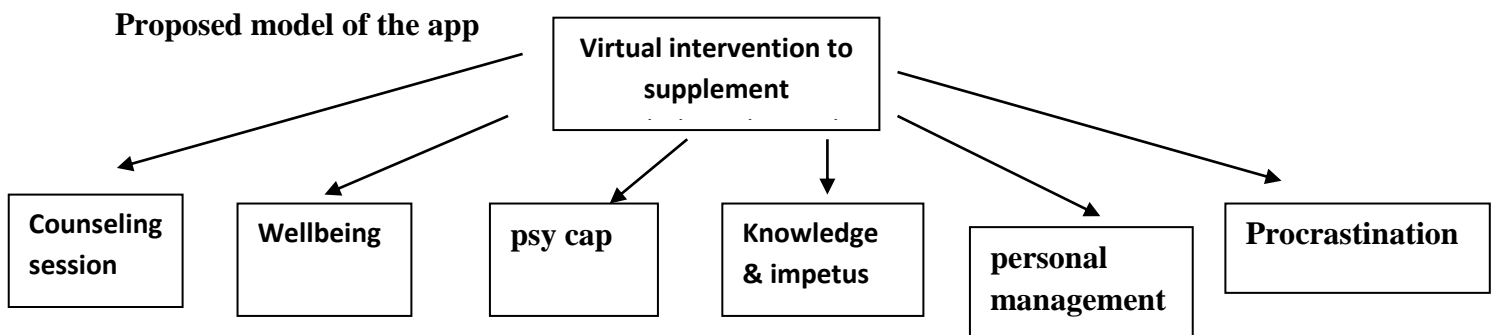
- v. The data gathered will then be analysed to identify strategies for creating effective Psychological Capital application for individuals.
- vi. The sampling method used here will be Judgemental Sampling. The samples would comprise of both the genders and others too.

## 9) Results and Conclusions (about 20 lines with specific reference to work carried out)

The application will have the following features:

### Features:

1. Personal management tools- time,task, priority
2. procrastination- Procrastination is a complex yet common phenomenon characterized by maladaptive behavioural tendencies resulting in avoidance of tasks- Muscles & breathing relaxations may help decrease stress,non-judgemental awareness, Users may confront procrastination through self-acceptance and reflect on personal areas of need
- 3.psy cap- Self-reflection can bring awareness to your attitude and perception of day-to-day events. Gratitude journals can help you better recognize the good in your daily work, Work on whichever aspect of mindset you prefer at your own pace with our tools
4. Wellbeing - different meditation exercises for different stressors in everyday life, whether academic or vocational, Audio guided narration provides users with full immersion to enhance the mindfulness experience,Varying lengths for each exercise, typically under 10 minutes to suit busy schedules of all users
5. Knowledge & impetus –time management tools, consultations with peers in similar situation, navigation to learning platform in consultation to peers.
6. Counseling session- Qualified team will deliver improved well-being. (Carefully vetted through a rigorous selection process. Trained and experienced in all psychotherapy techniques.)



**10) What is the innovation in the project?** The project is an amalgamation of personal management with will enhance self efficacy of HERO model. It will also focus on the wellbeing both physical and mental and increase the hope and efficiency of an individual. This model holds situation of therapists consultation and also discussion in forums in peer groups (identities might be hidden/ disclosed at the will of the user.), which focuses on the resilience of HERO model.

**11) Scope for future work (about 20 lines).**

Scope for future work (about 20 lines):The scope of the future is for the teenagers age ranging from 14-19 years who are observed to be undergoing stress sue to various reasons like- studies and competitive examination pressures, peer pressures, management of failures in various competitive examinations.

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