

## **Psychological capital for kindergarten teachers**

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### **Abstract**

Kindergarten is the pillar on which the child is built and affects his behavior and traits throughout his life. Which is characterized by the teacher's confidence in her abilities, her optimism about the future and the uncertainty it carries, which she is going through, that psychological capital with its dimensions (flexibility, hope, optimism, self-efficacy) and it is a motivating factor to show the personal characteristics and positive psychological qualities that she possesses and that help her to achieve The study came to achieve the goal: - Knowing the psychological capital of the research sample. In order to achieve the goal of the research, it was necessary to build a research tool for the variable (psychological capital), and the researcher extracted the validity and reliability coefficients for the scale. The sample of the research consisted of (350) female teachers from the directorates of education in Baghdad on both sides (Al-Karkh and Al-Rasafa) and in order to know the psychological capital of kindergarten teachers, the variables of this study were determined (the level of academic achievement, social status, and length of service) and after applying the two research tools to the parameters The data (sample answers) were entered into the statistical package (spss) program, which amounted to (350) forms, and the parameters answered the psychological capital variable. When extracting the data, the results showed a high level of psychological capital among the kindergarten teachers in the research sample.

### **Chapter One: Introduction to the Research**

#### ***First, the research problem***

The ever-increasing organizational conditions surrounding business organizations, resulting in the complexity of organizational tasks and functions, most contemporary organizations try to focus on managing their intangible assets as an inevitable response to the consequences of these situations.

When we engage, we absorb the flow we may invest and build psychological capital for our future in that those with poor mental health have lower levels of performance than their peers without mental health problems, and thus, poor mental state can be seen as a barrier to performance efficiency and effectiveness associated with material loss. The materialistic withholding rewards, the moral loss that appears in the loss of respect and appreciation. It is not hidden from mentioning that the rapid changes represented in the massive knowledge revolution and information and communication technology that characterize the nature of this age have profoundly affected the education system and its functions, which the kindergarten teacher cannot keep pace with until after making efforts. Great efforts, and this may lead to her stress, lack of self-confidence and hesitation. Among the victims of this change are kindergarten children who have negative and social effects on them, as the feelings of this changes affected the feelings of the teacher and the extent to which he achieved the goals and achievement that she seeks to achieve. The problem of research ends with the following question:

### ***Is there psychological capital for kindergarten teachers?***

#### ***Secondly, the importance of research***

The importance of the research is the importance of psychological capital and its conditions, as it is one of the topics that did not receive sufficient attention from analysis, interpretation and depth of knowledge, as psychological capital appeared to be an extension of other types of human capital and social capital. Developing an integrated theory for the concept of psychological capital, as this variable has a significant impact on the teacher's behavior and performance in current and future work, as shown by the results of foreign studies (Al-Jabari, 2018: 6).

Psychological capital defines the positive psychological state of an individual, characterized by enjoying self-confidence and self-efficacy, maintaining optimism and looking forward to present and future success, embracing the past and appreciating the present, and seeking opportunities for the future, as is the case in many organizations today.

#### ***Third, the objectives of the study***

The current research aims to find out the following: Knowing the psychological capital of the sample members in general. Fourth, define terms. The following is a definition of the terms used in the current research:

### **A / Psychological capital**

- He knew him (Luthans et al, 2007): Positive individual evaluation of circumstances and probability of success based on perseverance and motivating effort (Luthans et al, 2007: 550). Procedural definition: the total score obtained by the parameter (the research sample) through her answer on the psychological capital scale.

### **b/ Kindergarten teachers:**

#### ***Abdel Raouf (2008) knew her:***

That they are educational figures who have been carefully selected through a set of criteria for the physical, mental, social, moral and emotional characteristics and characteristics that are appropriate for the child-rearing profession, where they received integrated preparation and training in university and higher colleges to assume the responsibilities of educational work in pre-school educational institutions: (Abdul-Raouf, 63:2008).

### **The second chapter: a theoretical framework and previous studies**

The most important theories that explain psychological capital

#### ***Psychological capital theory***

Explain psychological capital through Hobfoll's Conservation of Resources Theory, defined as those things, personal characteristics, conditions, or energies that are valued in and of themselves, or that are evaluated by acting as channels for achieving protection. Valuable Resources (Hobfoll, S.E. 2001:337-421) Conservation theory (COR) begins with the principle that individuals seek to obtain, retain, enhance, and protect those things they centrally value. The COR theory follows the understanding that cognition has a strong, built-in evolutionary bias to overweight resource loss and reduce resource acquisition. At its core, COR theory is a motivational theory that explains much of human behavior based on the evolutionary need to acquire and conserve resources. over resources is that individuals strive to acquire, retain, protect and enhance those things that they value and hence a higher level of resources is

appropriate, especially in situations of high psychosocial stress. (Siu, O.L. 2013:170-181), Psychological capital is one resource that can be framed in resource conservation theory and has been suggested as a useful personal resource for dealing with work stress, attack, burnout, or even unemployment (Chen, D.J.Q. 2012:33,811-839).

Studies that dealt with psychological capital1- Study (Al-Azzawi, 2014): Positive psychological capital and professional compatibility and their impact on the strategic performance of human resourcesThe aim of the study: to show the impact of positive psychological capital and professional compatibility on the strategic performance of human resources, by examining the reality of the work of the colleges of Al-Mustansiriya University in the field of positive psychological capital and professional compatibility and their role in the field of strategic performance of human resources, and to achieve this the study was applied to the university Al-Mustansiriya, as the necessary information was obtained through a questionnaire prepared for this purpose.

Study Methodology: The study used the descriptive and quantitative method to collect data.Study population and sample: A survey was conducted of the opinions of (482) members of the study sample from the teachers of the mentioned university, at a rate of (15%) of the total number of (3195) teachers of various scientific titles.

The most important results of the study: The study reached a set of results, the most important of which is the presence of positive psychological capital and professional compatibility in the strategic performance of human resources (Al-Azzawi, 2014). The third chapter: Research methodology and proceduresFirst - the study population:

Population means all the vocabulary of the phenomenon to be studied, whether these vocabularies are human beings, books, educational activities, or otherwise. (Ghabari, 95:2010). The current study population is defined by the kindergarten teachers in the six directorates of education in both sides of (Al-Karkh and Al-Rasafa) in the Baghdad governorate for the academic year (2021-2022), and the number is (1653) female teachers distributed over government kindergartens in the six general directorates of Baghdad educationSecond - the study sample:

Studying the entire original study population requires a long time, hard effort, and high material costs, which prompts the researcher to choose a sample that achieves the objectives of the study (Obeidat and others, 97: 2015). The sample is the study population from which the field data are collected, and it is considered the part of the whole, meaning that a group of members of the community is taken to be represented by the community. It is a certain percentage of the original community members. Then the study is generalized to the whole community. The original (Kandalji, 1999:122) The sample was chosen in a simple random way that the researcher does not control the selection of its members and requires full knowledge of the members of the study community, and it is called the probability of the probability that any of them will be selected within the sample. (Al-Fatli, 2014: 125), the number of kindergarten teachers reached (350) in the six districts (Rusafa First, Rusafa Second, and Third Rusafa) and (Al-Karkh First, Second Karkh, and Third Karkh).

Third - search toolsIn order to measure the variable included in the study: (psychological capital), the researcher built a psychological capital scale.And the following is a presentation of the scale:First - Building a Psychological Capital Scale: In order to achieve the objectives of the current study, the existence of a scale for measuring psychological capital was required by informing the researcher of the theoretical frameworks and previous studies

on the subject. The researcher built a scale to measure psychological capital among the study sample (kindergarten teachers) according to the following steps1- Summarize the paragraphs:

The researcher asked an open reconnaissance question to a sample of kindergarten teachers for a number of government kindergartens on both sides of Karkh and Rusafa (Al-Rusafa / Sinbad, Nightingale) (Al-Karkh / Al-Amriya), which numbered (30) female teachers. This question includes identifying the psychological capital of the kindergarten teacher after Informing the researcher of the teachers' answers to the reconnaissance question, theoretical frameworks, studies and literature related to the topic. The researcher built a scale consisting of (50) items, as in Appendix (1)

**Honesty:**The honest test depends on the suitability of the test for what it measures and what it applies, and it is estimated by a group of experts and specialists in the field to which the test belongs (Ebel, 1972: 555), and honesty is one of the most important characteristics of educational and psychological tests and standards. The validity of the scale is related to the goal for which the scale is built, and the decision taken based on its grades (Allam, 2011: 186).  
Survey application:

To verify the clarity of the paragraphs of the scale and the clarity of its language and content, the scale was applied to a random sample consisting of kindergarten teachers for a number of government kindergartens on both sides of Karkh and Rusafa (Al-Rusafa / Al-Bayda, Umm Al-Rabiyyin) (Al-Karkh / Taiba), which numbered (30) teachers, and the sample was applied The survey within two weeks, and after the researcher finished the survey application, it was found that the instructions and paragraphs of the scale are all clear and understandable in terms of meaning and wording.

Statistical analysis of paragraphs the process of statistical analysis of the items is one of the important steps for building the scale, as it makes it more honest and stable. The decision is made to keep the paragraph, delete it, or modify it. (Kafha, 2010: 147 Discrimination: The coefficient of distinction of the paragraph or its ability to distinguish is evidence of its sincerity, especially if it involves comparing the two ends of the ability measured by the paragraph (Abd al-Rahman, 1986: 260), and discrimination means the extent to which individual differences can be measured between individuals (Allam, 2011: 277).discriminating power:The researcher sought to carry out the process of analyzing the paragraphs to extract the discriminatory power for each paragraph of the scale. Between the groups that have high degrees of the trait and those that have low degrees of it, if the test results reveal a real difference between the groups, then this is an indicator of the validity of the construct of the test (Abbas et al., 2015: 265), so the researcher applied the scale to a sample of (350) parameters One of the (governmental) kindergarten teachers in the city of Baghdad, because this number gives the best variance between individuals in the characteristic to be measured, and thus shows us the best discrimination of the paragraphs.

**stability**The test is considered stable if we obtain the same results when it is re-applied to the same individuals and in the same circumstances (Al-Khatib, 2010: 28), and the stability is expressed in a quantitative manner called the coefficient (Reliability), whose value ranges between zero and one, and the higher the value of the coefficient Scale stability This indicates that the scale has high stability and vice versa (Al-Shayeb, 2009: 102).In order to find the stability of the psychological capital scale, the following was followed:

#### ***Cronbach***

This method depends on the consistency of the individual's performance from one paragraph to another, and it indicates the strength of the correlations between the items in the

test, and the Facronbach coefficient provides us with a good estimate of stability in most situations (Naunnelly, 1978:320) and it is preferable to use this coefficient when the goal is to estimate the stability coefficient of the aspects Affective and personal since it includes graduated scales in which there is no right or wrong answer (Al-Chalabi, 2005: 142) and to extract the stability of the psychological capital scale in this way, the Facronbach equation was applied and found that the reliability coefficient is equal to (0.91) which is a coefficient of high stability, which It indicates the homogeneity of the scale.

Chapter Four: Presentation and discussion of the resultsFirst - Presentation of the results: Measuring the psychological capital of the research sample.To achieve this goal, the researcher applied the psychological capital scale to the research sample members, which numbered (350) individuals. ) for the scale of (132) degrees, and by using the t-test for one sample, it was found that the difference was statistically significant and in favor of the arithmetic mean, as the calculated t-value was higher than the tabular t-value of (1.96) with a degree of freedom (349) and a level of significance (0.05). ) and Table (1) illustrates this

The hypothetical average of the (psychological capital) scale was extracted by summing the weights of the five scale alternatives and dividing them by their number, then multiplying the result by the number of (44) metaphors.

**Table (1)**T-test for the difference between the sample mean and the hypothetical mean of the psychometric capital scale

Sa mpl e	Arithme tic mean	Standard deviation	Hypothe sis mean	Calculate d T value	Tabulate d T value	Degree of freedom	Significa nce level
350	181.78	21.37	132	43.58	1.96	349	Significa nT

The result of Table (1) indicates that the research sample has a high level of psychological capital.

The researcher attributes this result to the belief of kindergarten teachers, that psychological capital is represented by their motives, emotional state and self-confidence resulting from their self-sufficiency, their satisfaction with it and their positive attitudes towards the teaching profession full of hope and optimism about their future in it, by proving their ability to face challenges and act at the same time, as if they were going through Normal times and conditions, all of this distinguishes them from other traditional parameters. This result agreed in principle with the study (Al-Anazi and Ibrahim, 2017), which concluded that psychological capital includes a set of positive stimuli, which work together in light of the overall construction of psychological capital, but it differed in degree with the study of (Abu Al-Maati). and Ahmed, 2018), which concluded that the level of teachers' possession of psychological capital is average.

### ***Secondly, the conclusions***

The results were summarized as follows: -1- The results showed the presence of a high level of psychological capital among the kindergarten teachers in the research sample.

### ***Third - Recommendations***

In light of the results of the current study, the researcher can recommend the following: Working on paying attention to programs, training courses, and family counseling activities in university education and civil society organizations through family counseling centers, which are concerned with family programs and marital and family relations, which contribute to

building the human self and raising its psychological capital.2- The necessity for all Iraqi institutions to adopt the concept of psychological capital as a basic solution to eliminate deviant behavior or deficiencies in behavior.

#### ***Fourth, the proposals***

Based on the results of the current study, the researcher suggests the following:1- Benefiting from the scale built in the current research in revealing the subject of psychological capital, as it is a scale with high psychometric properties in other studies.2- Conducting studies to detect psychological capital among samples in other civil institutions in the Iraqi state, in military and security institutions, and in private sector institutions.

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