

The Effects of Psychological Capital Learning Intervention Program for Elderly Workers in Children's Culture and Education Institutes

Summary

Introduction

Taiwan's aging population has brought a lot of impact on society, involving financial, economic, political, medical care, construction, commercial, education and family issues. Therefore, the Government proposed to strengthen care and health system of family and community to ensure the economic security of the elderly, to promote human resource re-use, to provide a friendly elderly transportation and residential environment, to promote social participation and leisure activities of the elderly, and to improve the education system for senior citizens. Among them, Elderly peoples' human resources development and utilization is for the permanent cure. This article initiated an empirical study of human resource development for elderly workers in children's culture and education institutes and designed a practical and feasible psychological capital learning intervention program to help elderly workers enhance their job satisfaction and organizational commitment. Therefore, the effects of the program for elderly workers were discussed in this paper.

Method

This research adopted nonequivalent pretest-posttest design, where 60 elderly workers in children's culture and education institutes were randomly selected as subjects for test. Thirty of them took the PsyCap learning

intervention program, while the other half took the health management curriculum. All the measurement data resulting from the four scales, PsyCap, organizational commitment, job satisfaction, and job performance, were collected for statistical analysis. The experimental design pattern is as shown in Table 1. The overall structure of the PsyCap learning intervention program is as shown in Figure 2.

Table 1 Experimental Design

Category	Pretest	Experimental treatment	Posttest	Deferred test
Experimental group	O1	X	O3	O5
Control group	O2	C	O4	O6
Period	Week 1	week 2-8	week 9	week14

O1 \ O2: Pre-test in the experimental group and control group.

O3 \ O4: Post-test in the experimental group and control group.

O5 \ O6: Deferred test in the experimental group and control group.

X: The experimental group received the manipulation of PsyCap learning intervention program during seven weeks.

C: The control group received the health management curriculum during seven weeks.

Results

1. The manipulation of PsyCap learning intervention programs for elderly workers in children’s culture and education institutes had immediate and retention effect to enhance elderly workers’ psychological capital.
2. The manipulation of PsyCap learning intervention programs for elderly workers in children’s culture and education institutes had immediate and retention effects to enhance elderly workers’ organizational commitment, job satisfaction, and job performance.

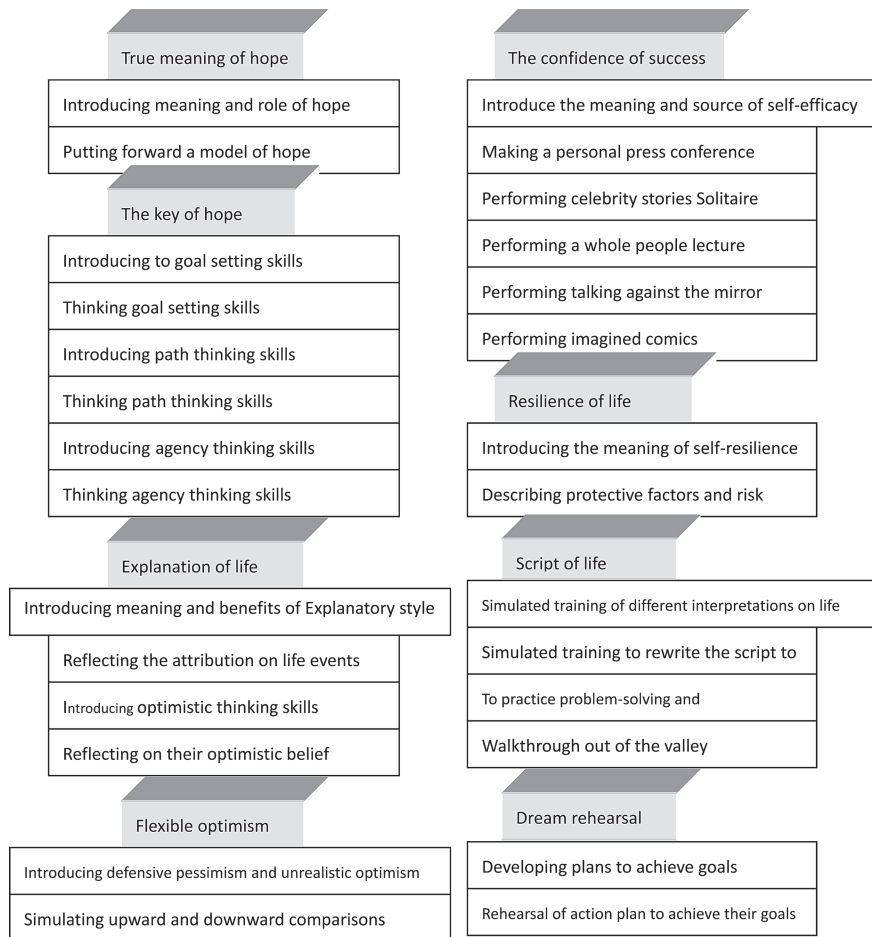


Figure 2 The Overall Structure of the Psycap Learning Intervention Program

Conclusion and Suggestion

1. Conclusion

(1) PsyCap learning intervention programs could improve elderly workers' PsyCap

According to the results of multivariate analysis of covariance, the manipulation of PsyCap learning intervention programs for elderly workers

in children's culture and education institutes got a successful result, and it could immediately and continuously improve elderly workers' PsyCap.

(2) PsyCap learning intervention programs could improve elderly workers' organizational commitment, job satisfaction, and job performance

According to the results of multivariate analysis of covariance, the manipulation of PsyCap learning intervention programs for elderly workers in children's culture and education institutes produced a successful result, and it could immediately and continuously improve elderly workers' organizational commitment, job satisfaction, and job performance.

2. Suggestions

- (1) To be committed to develop the PsyCap training programs for elderly workers: This study found that the manipulation of PsyCap learning intervention programs for elderly workers in children's culture and education institutes could immediately and continuously improve elderly workers' PsyCap. Therefore, children's culture and education institutes could take the PsyCap learning intervention programs from this study as an example to consider the development methods of self-efficacy, hope, optimism, and resilience as an internal education and training.
- (2) To promote elderly workers' self-improvement in PsyCap: This study found that the manipulation of PsyCap learning intervention programs for elderly workers in children's culture and education institutes could immediately and continuously improve elderly workers' organizational commitment, job satisfaction, and job performance. Therefore, elderly workers can learn by themselves the development principles of self-efficacy, hope, optimism, and resilience to improve PsyCap, and thus obtain good organizational commitment, job satisfaction, and job performance.
- (3) To expand research object to elderly workers in various occupations, and to do cross-validation study by cross-sample or cross-time to accumulate the study validity.

- (4) To collect longitudinal data and adopt the statistical analysis technique of potential growth curve model to repeatedly verify the correctness of the main effects that PsyCap affect organizational commitment, job satisfaction, job performance.

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