

To be healthy, the worker has the strength! Positive psychological capital and general health in workers in the city of Natal – RN

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ABSTRACT

The variables of positive psychological capital and general health in the work environment have been of interest to researchers of human and social science and to managers due to the proposal of rescuing the value of people and their implications in the environment of companies that such constructs propose. These constructs, in turn, develop and implement the motivated action and psychic strengths of the subjects as a direction of behavior aimed at better development and organizational satisfaction. The present study aims to evaluate the relationship between positive psychological capital at work and the general health of workers from public and private organizations in the city of Natal-RN. This is a study that has the character of field research, quantitative, descriptive and correlational. A total of 205 workers participated in the study by answering a sociodemographic and labor characterization questionnaire, the Positive Psychological Capital at Work Scale (ECPW) and the General Health Questionnaire (GHQ-12). The SPSSWIN statistical package, version 25.0, was used to tabulate the statistical analyses and perform descriptive statistical analyses (mean and standard deviation), Pearson's correlation, Cronbach's alpha and Analysis of variance (ANOVA). The results revealed a significant relationship between positive psychological capital (total punctuality) and the dimensions of this construct (Optimism, Resilience, Self-efficacy and Hope) with general health (GHQ) and its respective dimensions (depression and social dysfunction). In the ANOVA test, it was observed that the higher the CPP score, the higher the OS score. Based on these findings, positive psychological capital acts as an important psychological construct in the general health of workers, thus denoting both an urgency and the need for the development of this psychological variable in the work environment and dynamics, acting as a protective factor in the maintenance of the professional's mental health.

Keywords: Positive psychology, Mental health, General health, Public and private organizations.

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