

**SENSE OF COHERENCE, POSITIVE PSYCHOLOGICAL CAPITALS AND ITS
MENTAL HEALTH OUTCOMES: CROSSCULTURAL STUDY OF PAKISTAN
AND CHINA**



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Stress

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By

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214-FSS/MSCP/F15

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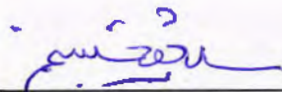
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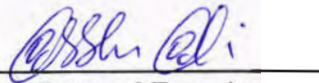
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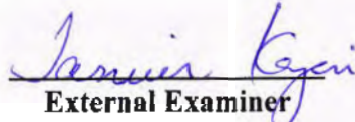
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It is certified that MS research thesis titled "*Sense of coherence, positive psychological Capital and its mental health outcomes: cross-cultural study of Pakistan and China*" prepared by Saeed Anwar MS Clinical Psychology Scholar bearing the registration no. 214-FSS/MSCP/F15 from department of Psychology Islamic International University Islamabad, has completed all requirements of research under my supervision. I certify that his work is in accordance with the rules and regulations of International Islamic University, Islamabad and American Psychological Association (APA).

Dr. Najam ul Hasan
Supervisor



IN THE NAME OF ALLAH

The Most Beneficent,

DEDICATION

This humble report is dedicated to my honorable 'Mother' and my respectable supervisor 'Dr. Najam ul Hasan Abbasi', whose constant help guidelines, prayers, love and care enabled me to reach this stage of my life.

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ABSTRACT

The present research investigated the relationship between sense of coherence & positive psychological capitals and their effect on well-being and stress among Chinese and Pakistani students. Sense of coherence is an individuals' ability reflected by a person's reaction in stressful situation. PsyCap is an optimistic psychological reserve that has been arisen from the positive psychology. According to the Positive psychologist, well-being comes under the umbrella of positive psychology and it is interrelated to satisfaction of life of a person and positive feelings. A sample of Chinese and Pakistani participants (N = 271) through purposive convenient sample method was used to gather the research data. Sense of coherence positive psychological capitals and depression anxiety and stress scale (lovi bond, and 'Short Warwick Edinburgh' well-being Questionnaire were used to collect the data regarding study variables. The findings suggest that the stress negatively predicts well-being among Chinese and Pakistani students. Positive psychological capitals positively predict well-being among Chinese and Pakistani participants. In addition, stress negatively predicts well-being among the study participants. The further analysis suggested that the Pakistani and Chinese males scored significantly higher on well-being as compared to their female counterparts. Findings also confirmed that senses of coherence negatively predict stress and that positive psychological capitals positively predict well-being among study participants. Finding of current research also prove that stress negatively predicts well-being. This research-analyzed sense of coherence alongside its three dimensions known as meaningfulness, manageability and comprehensiveness, and the findings are in line with the pervious literatures.

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Saeed Anwar MS Scholar

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CHAPTER ONE
INTRODUCTION

Introduction

Sense of coherence is an individuals' ability reflected by a person's reaction in stressful situation. Strong sense of coherence helps the individual to cope with the stressor by considering it as a challenge and by choosing suitable coping strategies needed in any particular situation and always ready to change, if the situation demands for change in behavior (Antonovsky, 1996). Both types of health, physical as well as psychological health are associated with this construct (Antonovsky, 1987).

Antonovsky (1987) discovered the theory of sense of coherence (SOC). He named —Health Stress and Coping—, which described the connection between stress and SOC. Published a book. Yet another book, *unraveling the Mystery of Health*, published in 1987, contained the inventory of sense of coherence (Antonovsky, 1987). Antonovsky (1987) gave the idea of the sense of coherence (SOC) which explained that the sense of coherence has three types of proportions, which are comprehensibility, manageability, and meaningfulness.

Antonovsky (1987) also gave the positive relationship among sense of coherence and other three constructs: cultural stability, social support and well-being. A great deal of research determines the positive relationship between sense of coherence (SOC) and wellbeing (Colff & Rothmann, 2009; Gibson & Parker, 2003; Feldt, 1997). Research also shows that there is a negative association between sense of coherence and stress (Antonovsky, 1987). Study determines that social support along with sense of coherence is claimed to be a constant interpreter of wellbeing (Sarason, Sarason, & Pierce, 1990; Kaufmann & Beehr, 1989). Similarly, another study also expresses the role of social support as a barrier between the connection among several domains of 'positive psychology and stress' (Cohen & Willis, 1985). Positive psychology encompasses all the constructs of sense of coherence, and

wellbeing and this discipline of psychology is now arising as a developing area of psychology with the notion of growth of psychological well-being in the society (Sheldon, et al).

'Sense of Coherence'

The roots of Antonovsky's sense of coherence (1987) are in Salutogenic Model, which states that sense of coherence determines physical and mental health significantly. The word Salutogenesis has been derived from two words 'salus' means health and 'genesis' means origin, so the word Salutogenesis encompasses the concept of origin of health, so the Salutogenesis model focuses on the origins of health, physical and mental health or wellness (Strumpfer, 1990). Antonovsky (1987) during his discovery found that sense of coherence was one of that influences which can be cooperative in coping with the stress. He says: 'Sense of coherence! Is overall

Sense of coherence is worldwide alignment that is expressions the class to which one has a prevailing determination over energetic feelings of self-assurance. the provocations, growing from ones internal and external atmosphere in the period of presence are planned, possible & sensible. The construct of 'Sense of coherence' encompasses manifold domains. Its leading mechanisms are, meaningfulness, manageability and comprehensibility. Antonovsky (1987) has explained these concepts independently:

Comprehensibility is illustrated as the amount to which is single can examine the threatening stimuli that can be arisen from both environments inner as well as outer, by developing cognitive sense as a result the information gained is well-organized, trustworthy, prearranged, consistent, deliberate, and explicit, as opposed to the information that is messy, confused, illogical, unexpected and odd (p. 16).

Manageability is defined as the level to which one can examine that available resources which are sufficient to meet the challenges which the situational stimuli poses one when attack.

Meaningfulness is the motivational component, illustrated as the degree to which is single feels that his life keeps some emotional meanings, or his life is meaningful and when one faces problems in his life, some of the problems (at least) should be considered as worthy and devotions, and one should take them as challenges not to be taken as burdens (Antonovsky, 1991, p. 41). An individual should have an aim to solve problems of his life, and he must be willing to put in his efforts to face and overcome the stress that can cause distress and disturbance in his life. According to Antonovsky (1979), meaningfulness is most important among all components and tells the person is standing in sense of coherence and it motivates or drives a person towards his goal. Antonovsky (1979) explained that meaningfulness is most significant that it determines manageability so it is central to handle the stressor.

Antonovsky (1985) concluded that apparent meaningfulness plays important role and pointed out that whenever a person has to face stressful situation and events in life at that moment meaningfulness has played a highly vital role. Frankl (1964) also determined the vital role of meaningfulness and pointed out for an individual to be physically and mentally healthy, a person must have a sense in his life as a vital component. Antonovsky (1979) determined that whenever person is helped by sense of coherence to cope with stressors, then its three components show varied magnitudes.

Antonovsky (1987) during his study determined that they could easily deal people who show high scores on sense of coherence, risky and stressful situations. Many studies demonstrated that there is a positive relationship among 'sense of

coherence' & individual's health (Suominen, Blomberg, Helenius, & Koskenvuo, 1999). Investigators too explained that there is an association among wellbeing behaviors and 'sense of coherence' (Midanik, Soghikian, Ransom, Polen, & Vuori, 1992). Studies also showed that psychological illness is negative linked with 'sense of coherence' (Kalimo & Vuori, 1991). Investigations also showed that there is a negative association between sense of coherence and stress (Flannery and Flannery, 1990). Researches also concluded that a person having strong sense of coherence might lack sickness or disorders completely (Vahterta, et al., 1996). Researchers indicate that there is an observable relationship between sense of coherence and a person's mental and physical health (Antonovsky & Sagy, 1985).

Many investigations also indicated that sense of coherence is positively associated with mental and physical health (Dangoor, Florian, 1994; Lundberg & Nystrom, 1994). A great length of literature has also presented that there is a relationship among 'sense of coherence' and various sicknesses linked to cognitive or physical fitness (Dahlin, Cederblad, Antonovsky, & Hagnell, 1990; Nyamathi, 1991). It is also observed that sense of coherence shows positive relationship with subjective wellbeing and pleasure (Soderberg, Lundman, & Nordberg, 1997).

Sense of coherence is also associated with other factors of an individual such as social status, age and economic conditions of a person are in direct association with sense of coherence (Lundberg 1996 & 1997). Researches also declared that sense of coherence is associated with person's age, profession and source of income and indicated that there is a strong association between strong sense of coherence and friend circle and size of household but qualification, degree and post has no relationship with sense of coherence (Larsson & Kallenberg, 1996). An individual having positive relationships with parents during the period of early childhood

period, kinds of good occupation, & large quantity of incomes in adult-hood had developed solid and positive 'sense of coherence' (Leppanen, 1999). Several previous researches had explained that male's members showed the stronger 'sense of coherence' than females, but here is absence in research that could tell whether which traits finance to strongest 'sense of coherence' between both genders. Studies indicated that 'sense of coherence' starts to progress through child-hood & continues until the stage of 30 years (Antonovsky, 1987).

Studies also explained that the 'sense of coherence' acts as a protective personality's issue and enable a person to lead a good and healthy life under stressful situations (Antonovsky, 1987). But the strong sense of coherence is not such factor that every individual may have, so those persons who lack it can't endure themselves under stressful situations. Antonovsky and Sagy 1987) Researchers explained that there are three important factors, which control the development of a strong sense of coherence, which are as follows:

1. 'Sense of identity' throughout the teenage, which is similarly categorized by the growth of psychologically steadiness & independence (Erickson, 1956).
2. A positive relationship between teenager and parents that has been strengthened by the parent's open and positive communication and understanding.
3. Common steadiness in the social environment in which a person is leading his life, might likely to develop strong and positive sense of coherence and this point shows more reliability and validity in different societies and more likely to answer the question that how people use different techniques to counter the stressful situation and has not any bad effects on their physical and mental health.

Sense of coherence not only has relationship with many other variables but it also has predictive power and it is also connected to psychological health(Erikson

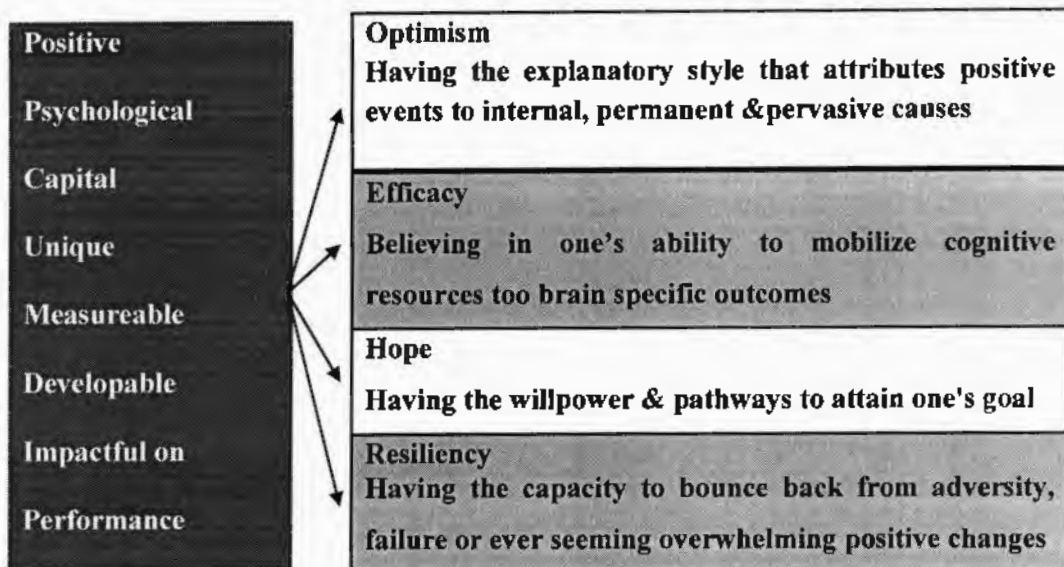
and Linderstrom, 2005) but the fact that sense of coherence has effect on physical health of an individual is still an important matter that should be discussed seriously (Endler, Haug, & Spranger, 2008). Sense of coherence is a construct that has also importance at clinical level and a clinical psychologist can develop the high, optimistic and strong sense of coherence precisely in the people of adult group so that he can minimize the risk factor of psychological disturbances like depression, stress and anxiety that are causing factors for the psychiatric problems in adults (Antonovsky, 1987). Theory (Antonovsky, 1987) also explained that the social atmosphere is a vital aspect for the development of 'sense of coherence. A highest 'sense of coherence' result cushion the negatively impact of feeling focused adapting on self-destructive marker in juvenile young people (Edward and Holden, 2001). Studies show that sense of coherence acts as a role of mediator for mental disturbances (Kinnunen & Mauno, 2000).

Antonovsky (1993) observed that when early adulthood begins, sense of coherence is considered adamant in the person and there is the chance of only about 10% change in personality and this variation in personality forecasts the vital changes in a person's life. Antonovsky (1987) study also explained that stressors in person's life provide a person misinterpretation about the world that it is not comprehensible, meaningful, useful and practical. Research also explains that among students of college, sense of coherence has been acted as a facilitator by facilitating the impact of challenging on depressives indications (Ying et al., 2007). Other longitudinal researches have evaluated 'sense of coherence' as a persistent construct and observed its constancy even after ten years. (Erickson & Lindstrom, 2005).

Positive psychological capital (PsyCap):

PsyCap is an optimistic psychological reserve that has been arisen from the positive psychology movement (Luthans et al., 2007), and is broadly researched within human resource management (HRM), POB, and POS literature. Moreover, PsyCap has strong theoretical foundations and comprises constructs that are well developed, well studied and validated in the field of positive psychology. Luthans and his colleagues have put forward beyond economic, human and social capital, where they discovered a brand-new fourth dimension for persistent competitive advantage- Psychological Capital (PsyCap). Thus, Luthans, Youssef, and Avolio (2007) define PsyCap as: an individual's optimistic psychological state of development that is denoted by: (i) having confidence (self-efficacy) to retain and put in the needed attempt to have a success at difficult tasks; (ii) developing a positive acknowledgment (optimism) about succeeding now and in the future; (iii) persistent toward goals and, when necessary diverting tracks to goals (hope) in order to be successful; and (iv) when troubled by problems and hardships, retaining and reflecting back and even beyond (resiliency) to get achievement. (p. 3)

With the advancement in recognition of human resources as crucial blessings in today's world financial system, positive psychological capital is being utilized in investigation and practice, as well as traditional economic capital, human capital, social capital, The operational definition of PsyCap is different from the familiar aspects of economic capital (money, case, and finance), human capital (what one knows in terms of knowledge, talent, abilities, and experience), and social capital (who you know in your network of relationships) (Luthans et al., 2004)



The hero within:

In simple words, PsyCap can be comprehended as a person's optimistic developmental state which is specified by the four higher order constructs or capabilities: Hope: something making up one's Will and the Way; Self-Efficacy: also identified as self-confidence, is something which is required to succeed; Resiliency reflecting back and beyond in difficulties; and Optimism: being rational and elastic (Luthans & Youssef, 2004, p. 334; Luthans et al., 2007, p. 3).

Positive constructs such as hope, optimism, efficacy, and resiliency are the factors that identify a person's reaction to a variety of tense situations at workplace (Luthans & Youssef, 2004). In this case, the investigator utilizes these constructs within an educational environment. Moreover, the sub-constructs of hope, efficacy, resilience, and optimism (HERO) are explained in detail. Positive psychologist Rick Snyder (2000) developed the construct of Hope. It is defined as an optimistic motivational state that is founded on an interactively derivative sense of successful (1)

“agency” (goal-administered energy) and (2) “pathways” (setting up to achieve goals) (Snyder, Irvin, & Anderson, 1991) (p. 287).

The overall observation about hope is that someone’s goals can be fulfilled in common terms. Snyder (2000) asserts that persons with higher degrees of hope are less probably to identify themselves and the situation having the feelings of uncontrollability, unpredictability, and vulnerability. Hope include- “the value of goals being laid down and the mechanisms through which more and more demanding goals are preferred, approached, achieved, and altered if essential with regards to supplementary facts and novel realities of the circumstances” (Luthans & Youssef, 2004, p. 230).

Hope:

The hope supplies not only the “will” to be successful, but also the capability to spot, simplify, and track the “way” to success (Luthans & Jensen, 2002, p. 305). In accordance with Luthans and Jensen (2002), the will-power and way-power which are the components of hope are much significant present’s workplace regarding self-motivation, autonomy, and contingency actions. In various investigations, hope shows to have optimistic association with people’s preferred consequences, including success, performance, contentment, maintenance, merit salary increase, organizational obligation and delight at work (Luthans et al., 2007). Moreover, hope has showed powerful connection to scholastic performance and athletic accomplishment (Snyder, 2000). It does not matter, what is the degree of pain experienced, hope provides the ability to endure (Peterson, 2013).

Consistent with the implication of Venning et al. (2011) investigation, the substance of mental health endorsement strategies in young people has to be comprehensive of the positive psychological correlate—hope. Hope is an aptitude that

can be increased through goal plan, pathway generation, and strategies for getting rid of hurdles (Synder, 2000; Luthans et al., 2012). Luthans et al. (2012) state that enhancing hope among students would be checked by inquiring them to classify individually important studious goals those are computable and realizable, as well as conceptualizing various pathways to get them. Hope is a mental strength that has been investigated to have powerful links with higher well-being and optimistic health outcome levels, and conversely, is linked with lower levels of abnormality and mental illness (Cheavens, Feldman, Gum, Scott, & Snyder, 2006; Snyder et al., 1996; Venning et al., 2011).

In other words, hope strongly and significantly predicts mental health in comparison to mental illness (Venning, Kettler, Zajac, Wilson, & Elliott, 2011). People who lie under the higher range of hope are commonly judged as those who proactively create multiple pathways in any specified condition in order to achieve their goals. Moreover, while performing any pathway; these individuals demonstrate the capability to commence preset alternating pathways with the purpose of continuing toward goal achievement (Luthans, Avey, Avolio, & Peterson, 2010).

In addition, such individuals having higher levels of hope will be highly motivated by their sense of potential to extend multiple paths and alternatives in finally achieving their goals (Luthans & Jensen, 2004; Luthans & Youssef, 2004). In Vennings et al. (2011) investigate specifically, hope was recognized as a stronger predicted of mental health (31%) in adolescence population than mental illness (19%), in which the component agency (1%) described enhanced variance than pathways (2%). Therefore, Vennings and colleagues (2011) inferred that goal setting and resolution to achieve the set goals are more important than enhancing alternative paths to approach them. In addition, Venning et al. (2011) showed that gender differences

had not been observed in the relationship between Hope and mental health. According to Fredrickson (1998) investigation, individuals' exhibit low level of hope may experience a variety of depressing emotions that lessens their responses in critical situations. Conversely, results indicate that individual having high level of hope show constructive emotions that results from hopeful thinking and accumulates and compounds to furnish them with- talents and resources needed to survive in unfavorable times, protect against the inception or lessen the severity of mental illness by enabling higher and constant degree of constructive mental health.

Resilience

Resilience can also be comprehended as “an observable fact or process indicating comparatively positive adjustment despite experiences of important adversity or shock” (Luthar, Lyman, & Crossman, 2014, p. 126). On the other hand, individuals who lie under the lower degrees of resilient adaptation are not capable of moving onward after stressful or adverse circumstances, and being apt to have difficulty rising to constructive modifications like enhanced responsibility and development (Luthans & Youssef, 2007). According to Tugade and Fredrickson's (2004) research a resilient person is more likely to get used to changes and is more established emotionally in dealing with demands.

Moreover, Luthar and colleagues (2014) in their research declared that resilience is not an across- the-broad experience; rather it is a circumspect expression precise to resilience-manifested fields such as academic resilience, emotional resilience, or external (behavioral) resilience. In addition, resilience is visualized as a defensive aspect that can be educated and learned. That is why the US Army makes use of the Resilience Training curriculum that focuses on developing optimism, conviction, problem solving, self-efficacy, elasticity, empathy, sense of meaning, and

holiness (Moran & Nemeec, 2013). Therefore, resilience is studied as one of the constructs of PsyCap for its potential for growth and development within people.

Optimism:

In a wide view, Optimism can be comprehended as “positive prospect about future actions” (Sharpe, Martin, & Roth, 2011, p. 946). Martin Seligman pioneered the work of Optimism within positive psychology and observed it as “an acknowledgment style that describes positive occurrences through personal, lasting and persistent causes, and unconstructive events through outer, momentary, and situation-specific ones” (Luthans & Youssef, 2007, p. 331). There is a requirement for positivity to be realistic and bendy, particularly when it comes across organizational setting. Researches show that individuals having higher levels of positivity also showed lower levels of work-related stress (Totterdell, Wood, & Wall, 2006), and were capable to take personal credit for the positive occurrences in their throughout life or workplace. Such individuals would be able to detach personal flaws from pessimistic occurrences, due to which they may stay away from numerous of harmful consequences such as depression, guilt, self-blame, rumination, and despair.

Seligman developed the concept of “learned optimism” signifying that optimism can be produced (2011). Carver and Scheier (2002) confirm Seligman’s statement and comments that “change in an optimistic direction is possible” through a variety of developmental interventions (p. 240). So, this encouraging state-like aptitude of optimism supplied the theoretical support for optimism to be incorporated as a construct of PsyCap (Luthans & Youssef, 2007). So administrators or employers must equip self and others with the skill to use positive descriptive styles plus the ability to familiarize with those styles practically to a variety of situations (Luthans et al., 2012).

Self-Efficacy

Efficacy has its bases in social cognitive theory and the work of Albert Bandura. Stajkovic and Luthans (1998) define individual's efficacy at the workplace context in following words—"an individual's confidence about his own capabilities to assemble the motivation, cognitive assets, and courses of action required to effectively perform a definite job within the known context" (p.66).

Efficacy and Self-Efficacy are expressions interconvertibly used within the PsyCap construct. Self-Efficacy indicates an individual's self-confidence, having confidence in his or her own capacity to mobilize the motivation, mental resources, and courses of action required to get used to a particular course of action in an existing situation (Bandura, 1997). Thus, efficacy is to do with an individual's belief about his/her own capacity in performing a set of actions effectively that continues to reaching a predictable conclusion (Shahnawaz & Jafri, 2009).

Well-being

According to the Positive psychologist, well-being comes under the umbrella of positive psychology, it is interrelated to satisfaction of life of a person and positive feelings, and well-being is a representative of joyful life and feelings pleasure (Diener, Oishi, & Lucas, 2003; Diener, 1984). Ryff (1995) considered well-being as a psychological well-being. Moreover, psychological well-being comprised of optimistic association with other people, goals in life and feelings of independency as well as the inner feelings, emotion of person (e.g., successful coping strategy) and it is also associated with cultural and its effects (Diener, Suh, Lucas & Smith, 1999).

According to the World Health Organization, a healthy person has completed physical, cognitive and as well as social well-being while just lack of illness not

Approximately vital lifetime instances remain observable source of sadness then this stress is flagging subject of well-being (Krause, 1991). Professed societal backing is intensely connected through well-being are deeply associated connected with prosperity are profoundly related as Suhail and Chaudhary (2004) specified that apparent social help changes from culture to culture which impacts prosperity. As indicated by Diener (1984) delight in person's life is fundamental since joy is adversely related to push. Accordingly, when effect of stress is diminished at that point prosperity of an individual is created. Helliwell (2003) established that improved inclusion of a person in get-togethers give sentiments of delight, euphoria and life fulfillment, which is further indication of general Wellbeing of a man. Neurosciences likewise surveys the mental movement which is related to idealistic emotions as indicated by Davidson (2005) mind's left part is worried about the hopeful sentiments thusly it is additionally identified with the high prosperity view of a man. As indicated by Ruini et al. (2003) identity and mental wellbeing diversely related financial status is likewise identified with the individual's prosperity as Dolan et al., (2008) initiated that HSC or high SEC is related by strong well-being. Psychological well-being has as well association by individual's bodily preservation & one having decent deal of well-being stays safe from physical illness & stays bodily acceptable (Huppert & Wittington, 2003).

According to Eccles, et al. (1993) Scholars with high well-being show high speculative performance. These students can effortlessly manage stressor efficiently (Ward, Bochner, & Furnham, 2001). As by Thoits (1995) societal care is vital for scholars to improve their well-being & fitness & decline outcome of stress. Culture variation on scholar's well-being is also observed in previous research.

Stress

This word developed through Latin term *strictu* that implies fitted or else tightens (Cox, 1987). Stress exactly comprises of subsequent 4 components which are (1) stressor aware as a incentive or signal to produce strain, (2) adjustment mean replies or responses of an individual to stress factor, (3) view of stress factor in further sense we imply that by what means intellectually an individual weigh the stress factor (4) stress impacts that can dangerous & long-lasting. As stated by Lovallo (2005) stress factor is stimulus that stimulates health factor. As by Rice (1992) stress might experience and felt by each person yet 2 people cannot define it in same way.

D'Zurillo (1990) illustrated stress concept in connection with wellbeing, then yet in the whole world there is no recognized explanation about stress. Spielberger (1983) eludes stress, unbiased features of situation, & risk is alertness of danger by an individual. As per Selve (1956) stress generally not recognized with the undesirable conclusions but then again rather it likewise enhance the individual execution in certain circumstance it offer inspiration on the way to assess nature & adapt anxiety in this manner stress is not quite recently working as an unsafe factor but rather it additionally have a vital or crucial influence of lifespan. Stress is a disturbing element mutually intellectual and physicals wellbeing (Selye, 1982)

Here are distinctive sorts of pressure as per APA "American Psychological Associations" (2008), Counting 'Acute Stress! (Maximum regular type of pressure and it rises as of trouble plus weights of the current earlier. (Intense anxiety an extreme quantity of wearing) Rambling Acute Stress! (Those whose endure intense anxiety frequently and whose lives are so confused). Constant Stress crush bodies psyche and lives of a man. In this individual cannot discover the methods out of a hopeless circumstance. Some enduring anxieties developed from annoying

introductory adolescence encounters are disguised and dependably remain a stinging component in one's life.

In addition, Antonovsky (1985) nominated stressors & specified that such inner and outer settings yield a few difficulties and these difficulties aggravate the homeostasis of a living being. There is basis for keeping human being dependent on constant inner stressors by having been innate & remained alive (Antonovsky, 1985).

Antonovsky (1985) alluded that stressors considered usually to be damaging or else horrible. People most of the time not happy at what time they compete with stressors. Grief or else sadness is generally Reply of persons towards stressors. Antonovsky (1985) mentioned stress syndrome, & originated, stress generally experiential as unwanted life experience, which provokes reaction, confrontation and depletion & idea of anxiety, varies as of people-to-people and society to society.

As indicated by Antonovsky (1987) sense of coherence & its 3 parts are adapting variable to manage worrying occasions and people who are on the low scope are more vulnerable to the anxiety and stress. High score on sense of coherence of Individual be able to manage stressor efficiently. Studies approve the Antonovsky (1987) theory that sense of coherence negatively associated to stress (Flannery & Flannery, 1990).

Past researches confirm that stress effects researcher's life (Towbes & Cohen, 1996). In university settings scholars confront numerous confusions concerning with their education and so stress overcome them (Chang & Lu, 2007; Neumann et.al., 1909). As stated by Dusselier et al., (2005) the level of well-being of students demonstrated by Anxiety level. Social help additionally performs chief role in scholarly field for performance of scholar and to boost the well-being amongst any

person is beneficial (Krol et al., 1993). Acuity of societal care (parents companions & noteworthy others crucial toward production of well-being and towards managing factors that cause stress (Cohen & Wills, 1985; Murphy & Archer, 1996). comprehensibility, manageability, meaningfulness's & Sense of coherence helps the individual in dealing with stressors (Madhoo, 1999; Otto, 2002). Stress an important factor to deliberate. In educational setting, therefore numerous behavior science areas cover this issue largely in study (Agolla, 2009).

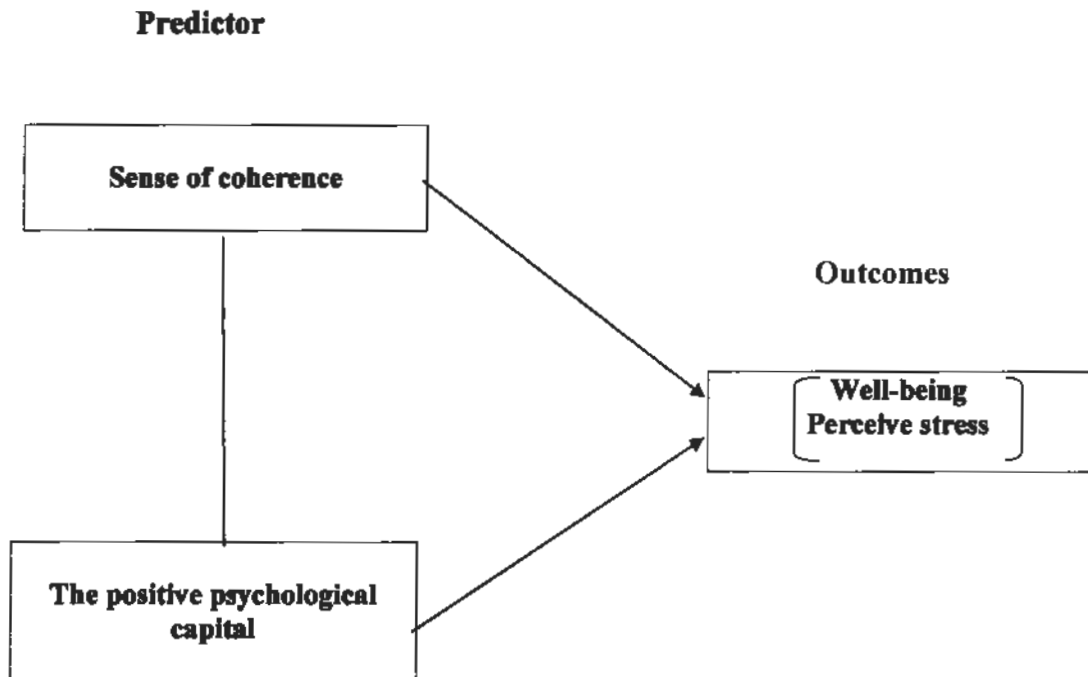
Conceptual Framework

Figure No 01 Sense of coherence, positive psychological Capitals and its mental health outcomes: cross-cultural study of Pakistan and china.

Rationale of the study

Recently the collaborations between Chinese and Pakistani governments calls for an extensive research in order to understand the patterns of thinking and other behavioral analysis between the two nations. A lot of research needs to be done, to find out the differences between the youths is an important area, and that too in the way these youth deals with and approaches day to day life. Current study wishes to help educationists, clinicians as well as other researchers to assist young people to enhance their self-esteem, outlook towards life and the meaning of life, and to gain self-confidence. It also aims to suggest and contribute towards improving individual thought, processing knowledge, positive behaviors and positive feeling. Pakistan at this current time is facing several problems like terrorism, suicide bombing, and violations of law, electricity crises, poverty increase and economic collapse, which has direct effect on Pakistani people, and ultimately affecting the well-being and quality of life among them. The people hardly understand and use the positive psychological capital which can help the combat the stressful situation in their day-to-day life. Inability to understand and implement positive psyCap on the other hand may be one of the reasons towards increased stressful lives. The issue also directly and indirectly affects sense of coherence of individual. People having positive PsyCap and sense of coherence positive outlook towards life and ultimately find true meaning and positive relations with fellow being. This is specifically and necessary when you have to deal with people from different cultures understanding how people are such characteristics and trait can be an important aspect in the psychological research. This is the reason that researcher wish to conduct the study to be better understand.

CHAPTER TWO
METHOD

Method

Objectives

- To investigate the effects of Sense of coherence & its three dimensions on Well-being among students.
- To investigate the outcomes of sense of coherence on stress among Chinese and Pakistani students
- To investigate the outcomes of Positive psychological capitals on well-being amongst students.
- To investigate the effect of positive psychological capital on stress among students.
- To investigate the gender differences in well-being among Pakistani and Chinese students.
- To investigate the effect of cultural differences between Pakistani and Chinese students.

Hypotheses

- Sense of coherence and its three dimensions would positively predict well-being
Among Pakistani and Chinese students.
- Sense of coherence would negatively predict stress among Pakistani and Chinese
Students.
- Positive psychological capitals would positively predict well-being among
Pakistani
And Chinese students.

- Positive psychological capitals would negatively predict stress among Pakistani and Chinese students.
- Stress would negatively predict well-being among Pakistani and Chinese students. .
- Chinese participants would score significantly higher on wellbeing as compared to Pakistani participants.

Sample:

The present study was based on survey research design. A total of 271 male and female students, participated in the present study comprising n=157 (57.9%)of students from Pakistan and n=114 (, 42.1%)from China. The age range of the study participants ranged between 21 to 35 years.

Operational definition**Sense of Coherence**

According to Antonovsky (1987), sense of coherence expresses the extent to which one has feeling of confidence that environmental stimuli are structured and the resources are available to cope with stimuli. In the present study, Sense of Coherence Scale (Antonovsky, 1987) will be used to measure the sense of coherence among males and females. High scores on the scale indicate high sense of coherence and low score indicates low sense of coherence.

Positive psychological capital:

Positive psychological capitals (Luthans, Youssef, & Avolio 2007) describes positive psychological capitals as positives mental quality or resource "depicted by 1 taking assurance self-efficacy, to go up against plus contribute the key push to win at testing assignments; 2 building a constructive acknowledgment confidence, about following currently plus later on. 3, proceeding toward objects and while essential, occupying approaches to destinations (trust) remembering the ultimate objective to succeed; and (d) when pounced upon by issues and tribulation, supporting and skipping back and even past (flexibility) to fulfill accomplishment" (p. 3). Positive psychological capital scales (Luthans, 2007), will be utilized to assess the Positive psychological capitals amongst Pakistani and Chinese students. High score on the questionnaire will show high positive psychological capitals and the different way.

Well-being

Well-being refers to how people experience the quality of their lives and includes both emotional reactions and cognitive judgments (Diener, 1984). In the present study, Short Warwick Edinburg Well-being Scale (Warwick Edinburg university, 2006) will be used to measure well-being among males and females. High scores on the scale indicate high well-being and low score indicates low well-being.

Stress

Stress refers to level of non-chronic arousal through difficulty relaxing, nervous arousal and being easily upset and agitated (Lovibond, & Lovibond, 1995). In the present study, stress subscale of Depression Anxiety Stress scale (Lovibond & Lovibond, 1995) will be used to measure stress among males and females. High scores on the scale indicate high stress and low score indicates low stress

Instruments:

Sense of Coherence Scale

Antonovsky (2005) developed the Sense of Coherence Scale. There are different version of scale are available but in this study we will use short version of this scale which consist of 13 items. This is a 7-point Likert-type scale. The score on the scale ranges from 13 as minimum to 91 as maximum scores. Increase in score indicates high position on the sense of coherence continuum and vice versa. Alpha coefficient of Sense of coherence of13 items scale is ranged from 0.70 to 0.92. Test-retest reliability of this scale is ranged from 0.69 to 0.78.

Short Warwick Edinburg Well-being Scale (SWEMWBS)

Warwick and Edinburg Universities were commissioned to develop this in 2006. In this Study Short Version of Warwick Edinburg well-being scale will be used. This is scale of seven items, with five categories, which have been specifically design to measure both the feeling and functioning aspects of positive mental well-being. The correlation between the Warwick Scale (WEMWBS) and short Warwick Edinburg Well-being Scale (SWEMWBS) is 0.954(Stewart-Brown et al, 2009). Scores range between 7 and 35. There are no 'cut off 'points in scoring. Test-retest reliability at one week was high (0.83).

Depression, Anxiety and Stress Scale

Lovibond and Lovibond (1995) develop the Depression Anxiety Stress Scales 21 (DASS-21). In present study, short version of scale was used. The scale comprised of 21 items. The alpha reliabilities of the DASS-21 were satisfactory for subscale such as .88 for depression, .82 for Anxiety, .90 for Stress, and alpha reliability of total

score is satisfactory that is .93. Every subscale (Depression, Anxiety, and Stress) has 7 items. This scale follows Guttman scoring pattern. Scoring Categorization is made on the bases of mild, moderate, severe and extreme severe. In this study sub, scale of stress was used.

Positive Psychological capital Questionnaire:

Positive psychological capitals was measured utilizing the psy-cap-24 (Luthans, Avolio, et al., 2007; Luthans, Youssef, & Avolio, 2007), which comprises the whole 24 Positive psychological capital items.' Psy-Cap 24 contains four subscales, each consisting of six items each for a total of 24 items the subscales fuse "Hope, Self-efficacy, Resilience, and Optimism." Add up to items were measured using a 6-point Lik-ert size of questionnaire one strongly disagree to six strongly agree. The questionnaires items haggard from developed questionnaires effectively disseminated and attempted. They everyone have used as a piece of other late workplace considers (e.g., Luthans, Avolio, Walumbwa, and Li, 2005; Youssef and Luthans, 2007) and the Positive psychological capital - 24 all in all (Avey, Wernsing & Luthans, 2008; Luthans, Avolio et al., 2007; Luthans et al., 2008). Alpha reliability for Positive psychological capital 24 questionnaires is .90.

Procedure:

In the present study, the researcher personally and through key informants approached the participants to collect the data. Competent authorities were informed about purpose, nature and importance of the study. Participants were informed about the nature purpose and importance of the study and written informed consent was obtained before administering the scale. After the participants completed the survey, the researcher requested the respondents to double check their questionnaires for any

questions that might have been left blank. The data was then entered and analyzed through SPSS.

CHAPTER THIRD
RESULTS

Results

Table 1

Description of demographic variables among Pakistani and Chinese students (N=271)

Demographic variables T	F	%
Male a	122	45
Female b	149	55
Family system		
Nuclear	75	27.7
Joint	194	99.3
Chinese p	114	42.1
Pakistani n e	157	57.9

displays frequency & ratios of pupils with reverence to sex and family system. Males ($n=122$, 45%) stayed lesser than females ($n=149$, 55%). Students belonging to nuclear family system ($n=75$, 27%) are lesser in number as compared to joint family system ($n=194$, 99.3%), frequency and percentage of students with respect to china and Pakistani students ($n=157$, 57.9%) were lesser in number as compared to Chinese students ($n=114$, 42.1%).

Table 2

Psychometric properties of study variables on the scores of Pakistani and Chinese students (N=271)

Variables	M	SD	A	Range		Skewness	Kurtosis
				Potential	Actual		
Positive Psycap	64.80	11.36	.85	24-144	28.109	.97	3.52
Well-being	24.59	6.17	.89	7-35	9-35	-.62	-.34
Stress	16.69	3.49	.74	7-28	7-28	.24	.11
Sense of coherence	39.42	8.69	.66	13-91	17-84	.83	3.50

Table 2 displays different psychometric properties of variables under study. Alpha reliability coefficients for all scales indicate satisfactory internal consistency. Value of skewness is less than 1, which indicates that universal normality is not problematic.

Table 3

Linear Regression analysis indicating effect of positive psychological capital as predicting variable and well-being as outcome variable on the scores of Pakistani and Chinese students (N=271)

Predictor	Model β	Outcomes: wellbeing
		95% CI
		LL, UL
(Constant)	33.771***	[30.262, 37.280]
Positive psychological capital	-.168***	[-.231, -.105]
R^2	.091	
F	27.879***	

*** $p < .001$

Table 3 shows Linear Regression analysis of positive psychological capital as predicting variable and well-being as outcome variable. R^2 value .091 Shows that 9.1% variance in the dependent variable can be accounted for by predictors with $F(1,266) = 27.879***$ $p < .001$. Results show that positive psychological capital has significant positive effect on well-being ($\beta = -.168***$, $p < .001$).

Table 4

Linear Regression analysis showing the effect of positive psychological capital as predicting variable & stress as outcome variable on the scores of Pakistani and Chinese students (N=271)

Predictor	Model B	Outcome: Stress
		95% CI
		LL, UL
(Constant)	15.124***	[13.078, 17.206]
Positive psychological capital	.028	[-.009, .065]
R^2	.004	
F	2.174***	

*** $p < .001$

Table 4 shows Linear Regression analysis of positive psychological capital as predicting variable and stress as outcome variable. R^2 value .004 Indicates that 0.4% variance in the dependent variable can be accounted for by predictors with $F(1,266) = 2.174$, $p < .001$. Results show that positive psychological capital has significant positive effect on stress ($B = .028$, $p < .001$).

Table 5

Linear Regression analysis showing the effect of sense of coherence on the prediction of well-being on the scores of Pakistani and Chinese students (N=271)

Predictor	Model B	Outcome: wellbeing
		95% CI
		LL, UL
(Constant)	18.464***	[15.102, 21.826]
Sense of coherence	.115***	[.072, .239]
R^2	.044	
F	13.459***	

*** $p < .001$

Table 5 displays Linear Regression analysis for well-being as outcome variable & sense of coherence as predicting variable. The R^2 value .044 shows 4.4 percentage variance in the dependent variable can be accounted by predictors with $F(1,266) = 13.459***$, $p < .001$. Results indicate that sense of coherence has significant positive effect on well-being ($\beta = .115***$, $p < .001$).

Table 6

Linear Regression analysis showing the effect of sense of coherence as predicting variable & stress as outcome variable on the scores of Pakistani and Chinese students (N=271)

Predictor	Model β	Outcome: Stress
		95% CI
		LL, UL
(Constant)	19.31***	[17.39, 21.23]
Sense of coherence	-.066**	[-.11, -.019]
R^2	.024	
F	7.55***	

** $p < .01$. *** $p < .001$

Table 6 shows linear regression analysis for sense of coherence as predicting variable and stress as product variable. R^2 value .024 shows 2.4% variance in the dependent variable can be accounted by predictors with $F(1,266) = 7.552***$, $p < .001$. Outcomes shows sense of coherence has significant negative effect on stress ($\beta = -.066$, $p < .001$).

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Table 7

Standard deviation Mean and t-values for Pakistani & Chinese participants on Positive Psychological Capital & Sense of Coherence variable on the scores of Pakistani and Chinese students (N=271)

Variables	Pakistan(n = 157)		China(n = 114)		t(266)	P	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
PPC	52.27	10.69	58.48	11.34	4.61	.000	-	-3.58 8.94	0.56
SOC	39.73	9.83	39	6.85	.72	.01	-	2.833 1.38	0.86

Table 7 shows the standard deviation, mean and t-values for Chinese & Pakistanis students on PPC & SOC Results. Students from China scored significantly higher on positive psychological capital ($M = 58.48$, $SD=11.34$) as compared to students from Pakistan ($M = 52.27$, $SD=10.69$) where $t(266) 4.61 p < .001$. Whereas students from Pakistan significantly scored higher on sense of coherence ($M = 39.73$ $SD=9.83$) as compared to students from china ($M = 39$, $SD=6.85$) where $t(266) 4.61 p < .01$, which shows significant differences between both groups.

CHAPTER FOUR
DISCUSSION

Discussion

The current study aimed at exploring the Sense of coherence, positive psychological its mental health outcomes among Chinese and Pakistani students most o of the hypotheses devised for the current research were supported. Sense of coherence comprises of three parts known as manageability, meaningfulness and comprehensiveness (Antonovsky, 1987)

The findings of the study indicated high correlation among all variables, for both the Chinese and Pakistanis. Alpha reliability further showed the coefficient and displayed satisfactory internal consistency for both group of participants.

The findings on overall sample as well as finding of Chinese and Pakistani samples separately revealed that the sense of coherence is an important predictor of well-being. This proves our first hypothesis regarding the positive correlation of sense of coherence with wellbeing. These outcomes are consistent with Antonovsky's Model, which proposes that sense of coherence promotes overall well-being (Antonovsky's, 1987; Rothman, 20003) there are considerable amount of literature which provides strong support for the sense of coherence as an indicator of well-being and expands the person's adapting recourses to manage with stressful conditions (Bezuidenhout & Cilliers 2010; Rothmann, Jackson, & Kruger 2003; Rothmann, Steyn, & Mostert 2005).

Previous study support currents outcomes that Chinese student's sense of coherence significantly higher on well-being as compare to Pakistani students. In Pakistan political instability, war of terrorism, corruption, economic recession has been stake on well-being for long time. This is the major finding of this study of students and well-being can be promoted and installing sense of coherence

According to Antonovsky (1987) three components of sense of coherence known as manageability, meaningfulness and comprehensiveness are insightfully different from each other yet in the meantime they are interrelated and combination of these three parts gives comprehensive sense of coherence. Thus like sense of coherence and its three elements is also importance predictor of well-being. Further explained this hypothesis comprehensibility, manageability and meaningfulness' will positively predict well-being among students was supported in the present research. A constant research showed that elements of sense of are interrelated and without one of the three components, sense of coherence will remain poor (Larsson & Kallenberg, 1996; Van Schalkwyk & Rothmann 2008). Thus, theoretically it can be concluded that sense of coherence along with three components is a good predictor of health and cutoff the effect of stressor and increase the well-being of an individual (Wissing, De Waal, & DeBeer, 1992)

Finding from the current study further indicate that the sense of coherence negatively predicts the stress. Previous research results confirm that sense of coherence has negatively effects on stress (Antonovesky, 1987). Other researches also show that stress directly and indirectly effects individual life (Anisman 2009; Dube et al., 2009).

The finding that the positive psychological capital positively predicts well-being among Chinese & Pakistani students is also supported by previous study (Avey, 2015). Luthaans (2014) suggested that there is a strong positive relationship between positive psychological capitals, physical health and well-being. This means that as an individual's positive psychological capitals increases, it increases his/her well-being and decreases the stress. Current study found that the positive psychological capital

predicts negative effect on stress. Previous evidence indicate that hope resilience, self-efficacy and optimisms are negative related with stress (Luthon, & Crfy, 2007)

Additionally, it was hypothesized that the stress is negatively correlated with well-being. A recent cross-cultural study by Bawl and Gunnell (2006) found that well-being; life satisfaction and happiness are negatively correlated with stress. More proof likewise shows that stress is negatively associated with the perceived excellence in life and by and large with well-being specifically (Misra and Mckean, 2000). Several different other researches additionally supported our research hypothesis and clarify that stress can affect individuals' psychological or mental state (Murphy and Archer, 1996). 48

The impact of demographical factors explored in the current study included: gender and cultural differences among Pakistani and Chinese students on well-being and predicted that Chinese male and female students will score significantly higher on well-being when compared with Pakistani male and female students. The findings of the current study supported these hypotheses. The result are in line with the previous research, as Fujita et al. (1991) expressed in their research that female are generally high on positive psychological outcomes, well-being and life satisfaction than their male counterparts. These results are similarly predictable with different research that clarify that female utilized positive re-centering as an adapting approach more prominent than male, this may explain the reasons why female score higher on well-being scale (Garnefski et al

Overall, the findings have supported the predictions proposed by the researcher. This research is a significance addition in the literature available on the sense of coherence and positive psychological capitals and particularly in Asian

culture. It is also significant to mention that to the researcher's knowledge, no comparative study have been carried out between China and Pakistan, which makes this research more important and groundbreaking. The knowledge gained through the current research is cross-culturally valuable and supportive to understand the relationship between these variables in the context of Pakistani and Chinese cultures and to understand the outlook of young students towards life.

Conclusion

The main objective of the study was to examine the sense of coherence, positive psychological Capital and its mental health outcomes in the cross-cultural context of Pakistani and Chinese students. The research also explored the effects of sense of coherence on well-being and stress. The Chinese culture puts emphasis on the self-directed focus on the goals and objectives and to take personal responsibility to reach towards the goal.

This research-analyzed sense of coherence alongside its three dimensions known as meaningfulness, manageability and comprehensiveness, and the findings are in line with the pervious literatures. According to the result of present research, sense of coherence is confirmed as a positive predictor of well-being among Chinese and Pakistani students. Finding of the research also confirm that sense of coherence negatively predicts stress. Finding also confirms that positive psychological capitals positively work as a predictor of well-being, and that stress negatively predicts well-being. The research supported our "conceptual model" and provided valuable development in the current literature available on the study variable.

Implication

Current study is based on cross-cultural study between Pakistani and Chinese culture. The implications of the current study can be divided into two elements: theoretical significance and applied significance. As far as the theoretical significance of the present study is concerned, it supports the existing literature (Antonovsky, 1987). The applied significance of the current research is aimed at the efforts that can be taken with respect to the people of Pakistan and China. The findings provide a detailed basis for the universities and policy makers who work with youth regarding the importance of sense of coherence in reducing the stress and improving the well-being among students in both countries.

It also helps identify the social factors in creating as well as reducing the impact of stress among Chinese and Pakistani students. The findings from the current study are additionally valuable to understand the role of culture in shaping up the behavior of the Pakistani students and calls for the attention to different cultural practices in relation to other cultures. The current study tried to understand this very objective and compared the Pakistani students with the Chinese students, since both belong to the Asian cultures and are considered to be collective societies and tried to understand the 'protocols' that are comparable to each other

Limitations

Like every research, the present research also has some limitations. To start with, the primary issue that the researcher encountered was that even though the participants of the current study were university students, there existed a language barrier because English is not the first language in both countries; Urdu is the local language in Pakistan, while among China, local language is Chinese. Therefore, because of this language difficulty, information gathering turned out to be difficult.

Furthermore sample from both nations was gathered from limited areas therefore country wise ‘‘generalize ability not possible’’ Thirdly, since it was not possible for the researcher to be physically present in China, so most of the data collected from Chinese students comprises of Chinese students living and studying in Pakistan. This limits the generalize ability in two aspects: one that the true representation of the Chinese culture might not have been achieved, since most of the students approached were Muslim students who belong to the minority ‘‘Hui nation 回族’’ or ‘‘Uyghurs 维吾尔族’’, while the majority of Chinese people belong to the ‘‘Han 汉族’’, who have their own cultural patterns and views towards life.

Last but not the least, the time available for the research is a very important factor for this kind of studies. The current study had to be completed in the period of six months from conception to actualization, so the researcher was under enormous pressure, which led to not clearly think out various, issues which might have made the findings more robust and generalize able.

Recommendations

Future researches can take some measures to rectify the language issue by using the translated versions of the scale according to the local language in order to gather data that are more valid from the participants. It would also be helpful to keep a few motivating forces or reward for participants particularly for those participants who are have a place from other countries or cultures these things will encourage the participation and concentration of the study participants. Future researches should also take a great caution regarding the information about details about the different cultures in this kind of research, for example ‘history, norms, culturally sensitive issues, different sections of the ethnic groups’’, these precautions are very important

in sample selection. Most particularly future cross-culture research should concentrate on general resistance assets model of sense of coherence.

CHAPTER FIVE
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ANNEXURE

Annexures-A**Department of Psychology Faculty of Social Sciences
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I am currently undertaking a research project as part of the requirement of MS Clinical Psychology at Department of Psychology, International Islamic University, and Islamabad Pakistan the purpose of this research is to find out the Sense of coherence, positive psychological Capital and its mental health outcomes: cross-cultural study of Pakistan and China. It is ensured that your information will remain confidential and will be used just for research purpose. If you are willing to participate, please sign below and complete the four attached questionnaires.

Signature: -----

Annexures-B**DEMOGRAPHIC INFORMATION**

Gender: Male / Female Age (in years): ----- Education (years of education): ---

Religion: ----- Parents alive: Yes / No Family system: Nuclear /
Joint

Social class (rate yourself according to the monthly income of the people living
around you): 33% lower income group ---- 33% middle-income group ---- 33%
higher income group

Prior history of physiological illness: Yes / No

Prior history of psychological illness: Yes / No

Birth order: First born -----, last born -----, only child -----, other born -----

Positive

Annexures-C

Psychological capitals scale

Statements given below are related to the hope, resilience optimizing and self-efficacy in your life.

Please share your opinion about all statements. Out of five options (1, 2, 3, 4, 5, 6) you have to select only one option, which best represent your opinion about each statement.

	Statements	Strongly agree	agree	slightly agree	Slightly disagree	Disagree	Strongly disagree
1	I feel confident in analyzing a long-term problem to find a solution.	1	2	3	4	5	6
2	I feel confident contacting people outside the company (e.g., suppliers, customers) to discuss problems.	1	2	3	4	5	6
3	Although supervisor assigns me an extra job which I never had done it, I still believe in my ability that I can do it.	1	2	3	4	5	6
4	I am confident in my performance that I can work under pressure and challenging circumstances.	1	2	3	4	5	6
5	I feel confident that I can accomplish my work goals	1	2	3	4	5	6
6	If organizations transform new working system, which is difficult to understand, I am still confident that I can learn new things from this system.	1	2	3	4	5	6
7	I am optimistic about what will happen to me in the future as it pertains to work.	1	2	3	4	5	6
8	At work, I always find that every problem has a solution.	1	2	3	4	5	6
9	I believe that all the problems occurring at work always have a bright side.	1	2	3	4	5	6

10	If I have to face with bad situation, I believe that everything will change to be better.	1	2	3	4	5	6
11	I believe that success in the current work will occur in the future.	1	2	3	4	5	6
12	I always stuck with the problem and found that the problem cannot do anything.	1	2	3	4	5	6
13	At the present time, I am energetically pursuing my work goals.	1	2	3	4	5	6
14	I have several ways to accomplish the work goal.	1	2	3	4	5	6
15	When I found that my performance appraisal was less than the expected goal, I am trying to find the ways to improve, and then start to do better.	1	2	3	4	5	6
16	Now, I feel that I am energetic to accomplish the work g	1	2	3		5	6
17	When I set goals and plan to work, I will be concentrated to achieve the goal.	1	2	3	4	5	6
18	I work as the goals set by the belief that "Where there is a will, there is a way".	1	2	3	4	5	6
19	I usually manage difficulties one way or another at work.	1	2	3	4	5	6
20	I usually take stressful things at work in stride.	1	2	3	4	5	6
21	Although my work is failed, I will try to make it success again.	1	2	3	4	5	6
22	Although too much responsibility at work makes me feel awkward, I can go through to work success	1	2	3	4	5	6
23	I am undiscouraged and ready to face with difficulties at work.	1	2	3	4	5	6
24	When I faced with disappointment at work, "I fell but I could quickly get through"	1	2	3	4	5	6

Annexures-D

Sense of Coherence Scale

The statements given below are related to the comprehensibility, meaningfulness and manageability in your life. Please share your opinion about all statements. Out of five options (1, 2, 3, 4, 5, 6, 7) you have to select only one option, which best represent your opinion about each statement.

Sr No	Statements	Strongly agree	agree	slightly agree	Undecided	Slightly disagree	Disagree	Strongly disagree
1	Do you have feeling that you don't really care about what goes on around you?	1	2	3	4	5	6	7
2	Has it happened in the past that you were surprised by the behavior of people whom you thought you knew well?	1	2	3	4	5	6	7
3	Has it happened that people whom you counted on disappointed you?	1	2	3	4	5	6	7
4	Until now, your life has had?	1	2	3	4	5	6	7
5	Do you have the feeling that you're being treated fairly?	1	2	3	4	5	6	7
6	Do you have the feeling that you are in an unfamiliar situation and don't know what to do?	1	2	3	4	5	6	7
7	Doing the thing you do every day is?	1	2	3	4	5	6	7
8	Do you have very mixed-up feelings and ideas?	1	2	3	4	5	6	7
9	Does it happen; that you have feelings inside you would rather not feel?	1	2	3	4	5	6	7
10	Many people—even those with a strong character sometimes feel like sad sacks (losers) in certain situations. How often have you felt this way in the past?	1	2	3	4	5	6	7
11	When something happened, have you generally found that?	1	2	3	4	5	6	7
12	How often do you have the feeling that there's little meaning in the things	1	2	3	4	5	6	7

	you do in your daily life?							
13	How often do you have feelings that you're not sure you can keep under control?	1	2	3	4	5	6	7

Annexures-E

Stress Scale (adapted from DASS, 21)

The statements given below are related to your experience of stress over the past week. Please share your opinion about all statements. Out of four options (1, 2, 3, 4) you have to select only one option, which best represent your opinion about each statement.

Sr no	Statements	Strongly disagree	Disagree	Agree	Strongly agree
1	I found it hard to win down.	1	2	3	4
2	I tended to overreact to situations.	1	2	3	4
3	I felt that I was using a lot of nervous energy.	1	2	3	4
4	I found myself getting agitated.	1	2	3	4
5	I found it difficult to relax.	1	2	3	4
6	I felt that I was rather touchy.	1	2	3	4
7	I was intolerant of anything that kept me from getting on with what I was doing.	1	2	3	4

Annexures-F**Short Warwick Edinburg Mental Well-being Scale**

The statements given below are related to your well-being. Please share your opinion about all statements. Out of five options (1, 2, 3, 4, 5) you have to select only one option, which best represent your opinion about each statement.

S.No	Statements	None of time	Rarely	Some of time	often	All of time
1	I have been feeling optimistic about the future.	1	2	3	4	5
2	I have been feeling useful.	1	2	3	4	5
3	I have been feeling relaxed.	1	2	3	4	5
4	I have been dealing with problems well.	1	2	3	4	5
5	I have been thinking clearly.	1	2	3	4	5
6	I have been feeling close to other people.	1	2	3	4	5
7	I have been able to make up my own mind about things.	1	2	3	4	5

predict that person is fit (WHO, 1948). Psychological well-being is often related to the temper of the individuals and it impacts their real cognitive condition (Hasmenn et al., 2000; Martin & Newell, 2005). Psychological well-being also plays a vital role particularly for therapists and counselors in the field of clinical and counseling. Through degree of well-being, clinical psychologists evaluate psychopathology in the client and help them to get rid of the disturbances from client's life (Christopher & Fower, 1998; Taylor, 1998). Consistent with above study Coan (1997) also described the importance of psychological well-being for treating the patients in area of clinical and counseling and mentioned that psychological well-being may be appraised by the mind distress.

Sheldon and Lyubomirsky (2006) proposed that there are some motivational events behind well-being of a person that are also recognize as drive activities (Lyubomirsky, King, & Diener, 2005) and these motivational activities consisting of (a) behaviors (having exercise or kind to others), (b) cognitions (interpreting events in a positive note) and (c) motivation (leading to the goals that show important value). Ryff and Keyes (1995) proposed six factors that are associated with well-being of individuals.

These are presented as (1) autonomy which helps in regulation of behavior within an individual's, (2) personal growth which show autonomous functioning and internal locus of functioning, (3) environmental mastery which choose environment or create it according to persons psychological development, state of the person and influence the complex environment, (4) aim in life meaning or purpose in one's life, sense of directedness, (5) positive relation with other persons, great love and high affection among social association and (6) self-acceptance which means acceptance of once own self and his past mostly concerned to self-actualization of a person.

According to Ryff and Singer (1998) well-being is influenced by the culture and culture regulates different variables that are associated with well-being are also affected. Hence, for the development of human being well-being culture plays vital role. Brandstadter and Rothermund (2002) stated that if a person has high motivation and is self-determined than his subjective well-being and life satisfaction will be high as compared to that person who spend his life without attaining his personal goals (Srivastava et al., 2001).

According to old philosophical literature there are two domains regarding well-being are (1) hedonism which based on presence of optimistic effect and absence of pessimistic effect) (Khaneman et al., 1999) and (2) eudemonics which based on concept that well-being is not associate to increasing positive effects and decreasing negative effects (Ryan & Desi, 2000). Literature also shows a continuous connection of sense of coherence with positive health and well-being as well-being is influenced by the well-developed sense of coherence (Suominen et al., 1999; Suominen et al., 2001). A study by Wishing and Van Eeden (2002) describes that sense of coherence is a highly researched representative of general psychological well-being of an individuals. Other reaserches, also proved that sense of coherence is an significant handling construct for stress and enhance the well-being of the individuals (Diraz, Ortlepp, & Greyling, 2003; Hutchinson, 2005; Katalan, 2003).

Solid wellbeing is a complete by influential sense of coherence (SOC) Antonovsky (1987). Person's well-being, social support & stress awareness powerfully related to 1 another (Haines, Hurlbert, & Zimmer, 1999). As specified by Seligmen (2002) individual's well-being rose over thoughtful state and inner satisfaction in life. Psychological, bodily and social well-being is similarly dynamic for countless level of well-being amongst folks.