

# Influence Of Holistic Well-Being Interventions On Positive Thinking Skills

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## ARTICLE INFO ABSTRACT

The development of the concept of holistic human well-being extends beyond individualistic, a reductionist and dualistic self-understanding. Hence, the research tries to identify the influence of holistic well-being interventions on positive thinking skills. The result demonstrated that the Holistic well-being significantly influence positivity thinking skills among NLCIL executives. It is found that the Holistic well-being significantly influence job performance among NLCIL executives. The analysis identified that positivity thinking skills significantly influence job performance among NLCIL executives. Hence, the research concluded that Management who encourage positive thinking in their executives will encourage good attitude and consciousness to overcome problems and become happy and successful in their work. Also, they will improve their positive thinking skills. This leads to greater job performance with increased responsibilities.

**KEYWORDS:** Holistic Well-Being, Positivity Thinking Skills and Job Performance.

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## INTRODUCTION

In recent years, the view of well-being and health has gained full strength in the human service field, including social work, psychology, and medicine. The development of the concept of holistic human well-being extends beyond individualistic, a reductionist and dualistic self-understanding. A holistic well-being understanding can alleviate suffering and achieve lasting happiness. The concepts of "suffering" and "equilibrium" are often presented in terms of well-being.

Current research on the impact of holistic well-being on positive thinking suggests that positive thinking is an important component that leads employees to success. A number of researches have clarified the role of positive attitude thinking in underlying behavior change. For example, positive thinking predicts various outcomes such as social skills, career choices, employee satisfaction, and employee performance.

Job performance enables organizations to be interested in individual skills, normal delivery and job performance at all levels of their workforce. Job performance is a strong condition and an indication that the HR department is doing their job significantly. Also, companies are all human resource based. The productivity of an organization can be improved only through the good performance of the employees. Of course, good job performance increases the reputation of the business. It is essential not only to consumers and stakeholders but also to powerful customers and powerful new employees beyond the firm's efforts. Hence, the research tries to identify the influence of holistic well-being interventions on positive thinking skills.

## REVIEW OF LITERATURE

Hawraa Mohsen Hani & Yasmeen Taha Ibrahim (2023) found that there are statistically significant differences between the ranks of the pre and post test of the experimental group on the positive thinking scale.

Taherkhani, et al. (2023) found that positive thinking training led to resilience, better thinking and greater life satisfaction. The research also showed the effectiveness of the positive thinking training approach in improving resilience and life satisfaction. The research recommended that evaluating the long-term outcome in populations with different economic, social, and cultural statuses in future studies.

Pourdavarani (2021) found that positive thinking training reducing anxiety and increasing happiness. The positive thinking training approach can be used as a cost-effective, suitable, and efficient method in reducing anxiety and increasing happiness.

Pukkeeree, et al. (2020) revealed that positive thinking successfully moderated employee engagement and attainment value with regard to novel work behaviour. The results can be used by managers and HR departments to encourage and sustain novel work behaviour. Manivannan and Kathiravan (2017) found that job performance influenced with job, organization and innovator among the bank employees. Uzonwanne and Uzonwanne (2014) identified that significant difference exists in the self-efficacy of bankers with undergraduate degree and below with those possessing graduate degrees and above. A significant difference was found for self-efficacy of younger and older banker. It was also revealed that self-esteem is not a predictor of self-efficacy but is of job performance.

Bandansin (2014) stated that positive thinking is a form of human thoughts which is inspired and helpful for societies and themselves. Positive thinking includes thoughts up new solutions and new inventions. These thoughts are highly developed skills and the functioning procedure from the brain includes plans such as fluent, quick, flexible and inspired thinking. Innovative thinkers invoke up novel ideas from accessible data by connecting the concepts differently.

Ashfaq Ahmed and Muhammad Ramzan (2013) found that there is a significant with negative correlation between job stress and job performances. It shows that job stress significantly reduces the performance of an individual. The results suggest to the organization that they have sustained a very health, cooperative and friendly environment within the team for better performance.

Mohammed Shahhosseini, et al. (2013) identified that emotional intelligence was positively correlated with in job performance. Surprisingly, it also appears that transformational leadership style was correlated with job performance.

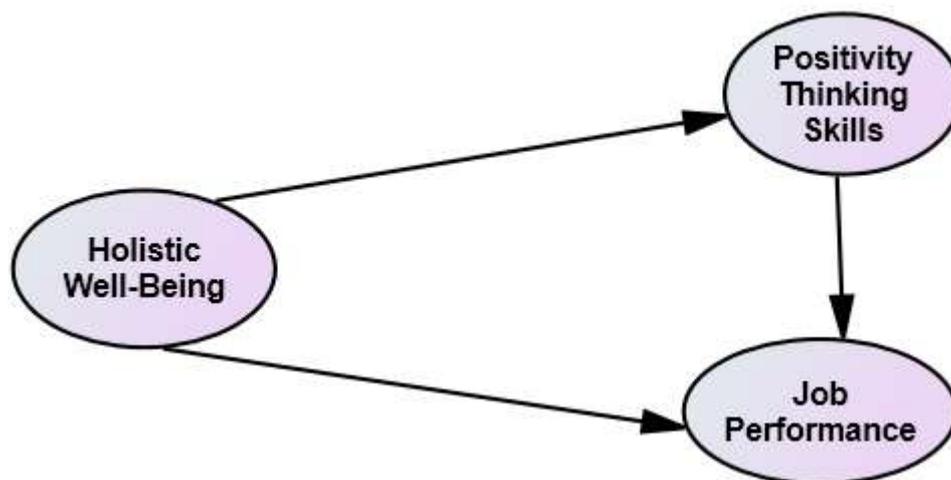
Slamet, et al. (2013) discovered that situational leadership and job satisfaction determined by direct indicators can improve job performance directly. It also can indirectly improve the job performance with job satisfaction as the mediator variable. A good situational leadership is a situational leadership which is able to improve job satisfaction and finally improve the performance.

Zarghuna Naseem & Ruhi Khalid (2010) revealed that positive thinking effects the assessment of stress, which decides our coping approaches. Positive thinking involvements should focus on how beginners can discover their strengths, approve new habits and practices, and reshuffle their lives in habits that permit for a flow of positive experiences and emotions. Moreover, several of the uniqueness observed in helpful thinkers can assist them develop their situation as well as others.

Malik & Rehman (2003) analyzed the effect of professional stress on work motivation and psychological well-being. Results revealed that negative relationship between psychological well-being and occupational stress. The research also identified the stressors of Pakistani people and their coping strategies.

Amjad & Misbah (1998) found that significant difference between the pre and post measures of anxiety and well-being after the mediation. It was also found that no significant difference towards life satisfaction scale. Well being and happiness and can be improved and nervousness can be reduced through religious involvements.

## FRAMEWORK



**Figure 1: Conceptual framework**

Limited research has been conducted related to holistic well-being interventions and positive thinking skills. Hence, the study attempts to fill this gap by estimating the influence of holistic well-being interventions on positive thinking skills. Below are my proposed hypotheses.

**H1:** Holistic well-being has significantly influences positive thinking skills among NLCIL executives.

**H2:** Holistic well-being has significantly influences job performance among NLCIL executives.

**H3:** Positive thinking skills have significantly influences job performance among NLCIL executives.

## NEED FOR THE STUDY

The findings of this study will help NLCIL management. This study will help to know the NLCIL executives level of holistic well-being. This study also will help to influence of holistic well-being interventions on positive thinking skills. Findings from this study can help NLCIL management increase executives' positive thinking skills and increase job performance <

## OBJECTIVES

- To discover the influence of holistic well-being on positive thinking skills among NLCIL executives.
- To identify the influence of holistic well-being on job performance among NLCIL executives.
- To identify the influence of positive thinking skills on job performance among NLCIL executives.

## MATERIALS AND METHODS

In order to explore the influence of holistic well-being interventions on positive thinking skills a descriptive research design is employed by the researcher. Data is collected from NLCIL executives in NLCIL, Neyveli, Tamilnadu through a well-designed questionnaire. This descriptive research design is employed to explore the relationship between holistic well-being, positive thinking skills and job performance.

## QUESTIONNAIRE DESIGN

**Table 1: Questionnaire Construction**

| S.No. | Variable                   | Items     | Author                                   |
|-------|----------------------------|-----------|--|
| 1     | <b>Demographic Profile</b> | <b>10</b> | ---                                      |
| 2     | Holistic Well-Being        | 30        | Celia, et al. (2014)                     |
| 3     | Positivity Thinking Skills | 24        | Kaori Tsutsui and Motoko Fujiwara (2015) |
| 4     | Job Performance            | 20        | Hira Aftab, et al. (2012)                |

Data is collected from NLCIL executives in Neyveli, Tamilnadu through a well-designed questionnaire. The questionnaire construction for this study is divided into four parts. The first part of the questionnaire is a demographic profile of the NLCIL executives, the second part is holistic well-being, the third part is positive thinking skills, and the fourth part is job performance. The first part is set up as a category and the other three as a measuring scaling technique.

## RELIABILITY

Pilot study was done to confirm that the results of this research questionnaire are reliable. The questionnaires are verified by involving 50 NLCIL executives. Based on the NLCIL executives' opinion, some changes are made in the questionnaire. Cronbach's alpha tool is employed to test the reliability. All the variables of this questionnaire are above 0.70. The results show that it is reliable. This means that the questionnaire has a high reliability value.

**Table 2: Reliability of the research**

| S.No. | Variable                   | Items | Cronbach's Alpha |
|-------|----------------------------|-------|------------------|
| 1     | Holistic Well-Being        | 30    | 0.87             |
| 2     | Positivity Thinking Skills | 24    | 0.90             |
| 3     | Job Performance            | 20    | 0.94             |

Source: Primary data

## SAMPLING TECHNIQUE

In this study, purposive sampling technique has been applied to collect the primary data from NLCIL executives in Neyveli. In this way 50 NLCIL executives are approached to collect the primary data.

## STATISTICAL TOOLS

Path analysis is used to estimate model by probing the relationship between independent variable (Holistic Well-Being) on dependent variable (Positivity Thinking Skills and Job Performance). The researcher has employed the path analysis for influence of holistic well-being interventions on positive thinking skills.

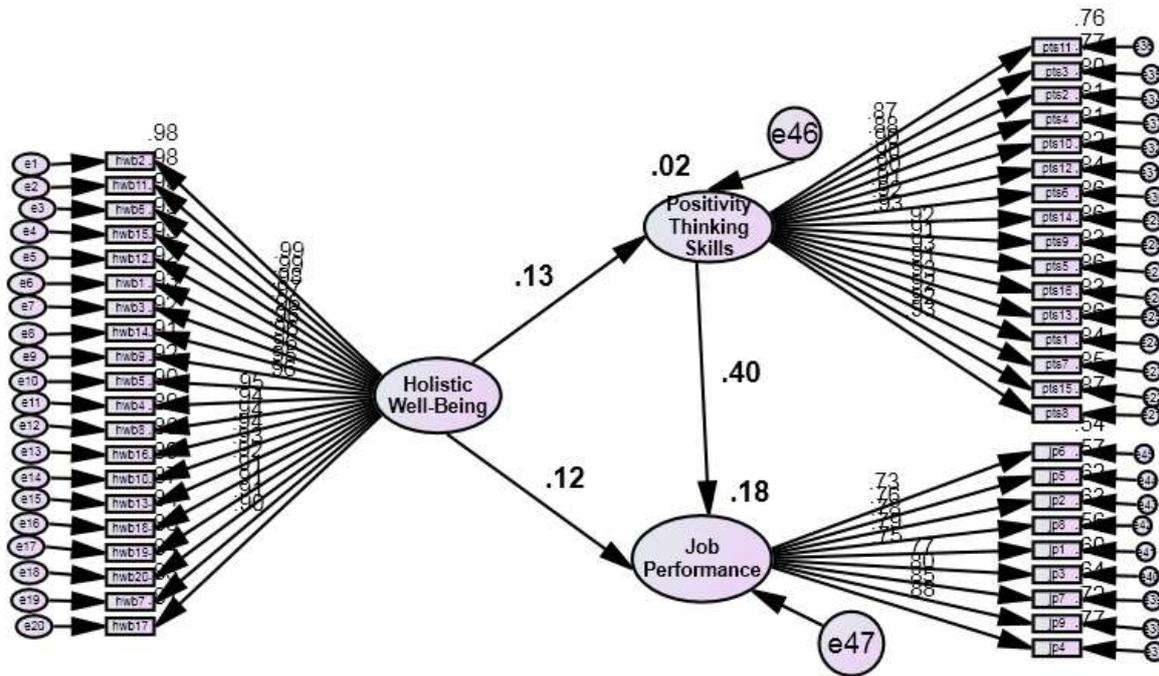


Figure 1.2: Influence of holistic well-being interventions on positive thinking skills

Table 3: Model Fit Indication

| S.No. | Model Fit Indicators | Calculated Values in the Analysis | Recommended Values (Premapriya, et al. 2016) |
|-------|----------------------|-----------------------------------|--|
| 1     | Chi-Square           | 1309.462                          | ---  |
| 2     | p                    | 0.057                             | > 0.050                                      |
| 3     | GFI                  | 0.897                             | < 0.90                                       |
| 4     | AGFI                 | 0.837                             |  |
| 5     | CFI                  | 0.821                             |  |
| 6     | NFI                  | 0.811                             |  |
| 7     | RMR                  | 0.053                             | < 0.080                                      |
| 8     | RMSEA                | 0.034                             |  |

Source: Primary data

The table 3 presents the mode summary of influence of holistic well-being interventions on positive thinking skills. The path model presented, along with mode summary to verify the model fitness. The Chi-square statistic is 1309.462 with  $p > 0.05$ . The table illustrates the model fit statistics such as RMSEA, RMR, NFI, CFI, AGFI and GFI. RMR and RMSEA are within than the recommended limit i.e., RMR and RMSEA is less than 0.08 (Indra, Balaji and Velaudham, 2020; Velaudham and Baskar, 2016). NFI, CFI, AGFI and GFI are within than the recommended limit i.e., NFI, CFI, AGFI and GFI is less than 0.90 (Kantiah Alias Deepak and Velaudham, 2019; Velaudham and Baskar, 2015). All the model fit statistics imply a moderately fit (Premapriya, et al. 2016; Victor and Velaudham, 2020).

Table 4: Regression Weights

| DV                         |    | IV                         | Estimate | S.E.  | C.R.  | Beta  | p     |
|----------------------------|----|----------------------------|----------|-------|-------|-------|-------|
| Positivity Thinking Skills | ←- | Holistic Well-Being        | 0.117    | 0.041 | 2.849 | 0.134 | 0.004 |
| Job Performance            | ←- | Holistic Well-Being        | 0.114    | 0.043 | 2.630 | 0.117 | 0.009 |
| Job Performance            | ←- | Positivity Thinking Skills | 0.443    | 0.052 | 8.599 | 0.397 | 0.001 |

Source: Primary data

**H<sub>1</sub>:** Holistic well-being significantly influences positivity thinking skills among NLCIL executives. The hypothesis was tested in path model. The finding of the analysis demonstrated that the C.R. value is 2.849;  $\beta$  value is 0.134 and p value is significant. The value of  $\beta$  is 0.134 that Holistic well-being explains 13.4 percent of the positivity thinking skills. Therefore, the hypothesis is accepted. Hence, the result demonstrated that the Holistic well-being significantly influence positivity thinking skills among NLCIL executives. Pourdavarani (2021) found that positive thinking training reducing anxiety and increasing happiness. The positive thinking

training approach can be used as a cost-effective, suitable, and efficient method in reducing anxiety and increasing happiness.

**H<sub>2</sub>:** Holistic well-being significantly influences job performance among NLCIL executives.

The hypothesis was tested in path model. The finding of the analysis demonstrated that the C.R. value is 2.630;  $\beta$  value is 0.117 and p value is significant. The value of  $\beta$  is 0.117 that Holistic well-being explains 11.7 percent of the job performance. Therefore, the hypothesis is accepted. Hence, the result demonstrated that the Holistic well-being significantly influence job performance among NLCIL executives. Mohammed Shahhosseini, et al. (2013) identified that emotional intelligence was positively correlated with in job performance. Slamet, et al. (2013) discovered that situational leadership and job satisfaction determined by direct indicators can improve job performance directly.

**H<sub>3</sub>:** Positivity thinking skills significantly influences job performance among NLCIL executives.

The hypothesis was tested in path model. The finding of the analysis demonstrated that the C.R. value is 8.599;  $\beta$  value is 0.397 and p value is significant. The value of  $\beta$  is 0.397 that positivity thinking skills explains 39.7 percent of the job performance. Therefore, the hypothesis is accepted. Hence, the result demonstrated that the positivity thinking skills significantly influence job performance among NLCIL executives. Taherkhani, et al. (2023) found that positive thinking training led to resilience, better thinking and greater life satisfaction. The research also showed the effectiveness of the positive thinking training approach in improving resilience and life satisfaction.

## FINDINGS

- The result demonstrated that the Holistic well-being significantly influence positivity thinking skills among NLCIL executives. Pourdavarani (2021) found that positive thinking training reducing anxiety and increasing happiness. The positive thinking training approach can be used as a cost-effective, suitable, and efficient method in reducing anxiety and increasing happiness.
- It is found that the Holistic well-being significantly influence job performance among NLCIL executives. Mohammed Shahhosseini, et al. (2013) identified that emotional intelligence was positively correlated with in job performance. Slamet, et al. (2013) discovered that situational leadership and job satisfaction determined by direct indicators can improve job performance directly.
- The analysis identified that positivity thinking skills significantly influence job performance among NLCIL executives. Taherkhani, et al. (2023) found that positive thinking training led to resilience, better thinking and greater life satisfaction. The research also showed the effectiveness of the positive thinking training approach in improving resilience and life satisfaction.

## SUGGESTIONS

- Management should encourage their executives to develop positive thinking skills by supporting training, development, reinforcement and motivational activities. Also, management can improve positive thinking skills by devoting appropriate time and effort to improving the performance of their executives.
- Management who encourage positive thinking in their executives will encourage good attitude and consciousness to overcome problems and become happy and successful in their work. Also, they will improve their positive thinking skills. This leads to greater job performance with increased responsibilities.
- NLCIL management and HR department can use the results of this research to promote and support holistic well-being. Also, management should be encouraged to realize the value achieved through positive thinking. The findings contribute to the literature on holistic well-being and positive thinking skills. Focusing on holistic well-being and positive thinking can improve executives' job performance.

## CONCLUSION

The result demonstrated that the Holistic well-being significantly influence positivity thinking skills among NLCIL executives. It is found that the Holistic well-being significantly influence job performance among NLCIL executives. The analysis identified that positivity thinking skills significantly influence job performance among NLCIL executives. Hence, the research concluded that Management who encourage positive thinking in their executives will encourage good attitude and consciousness to overcome problems and become happy and successful in their work. Also, they will improve their positive thinking skills. This leads to greater job performance with increased responsibilities.

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