

**Araştırma Makalesi**

**The Moderating Role of Mindfulness in The Interaction between Psychological Capital and Psychological Well-Being: A Research in the Aviation Sector**

*Psikolojik Sermaye ile Psikolojik İyi Oluş İlişkisinde Bilinçli Farkındalığın Düzenleyici Rolü: Havacılık Sektöründe Bir Araştırma*

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**Abstract**

The aviation sector comprises a dynamic work environment encompassing various professionals such as pilots, cabin crew, and ground service personnel. Employees in this sector often work long hours under intense pressure and frequently encounter stressful and uncertain situations. Therefore, it is crucial for aviation companies to provide various resources and support systems to enhance the psychological well-being of their employees. Building upon this premise, this study aims to investigate the regulatory role of mindfulness in the relationships between psychological capital and well-being among pilots, cabin crew, and ground service personnel working in Ankara's aviation sector. Data gathered from 479 participants was meticulously analyzed using the SPSS 22 software. The findings reveal a significant positive relationship between psychological capital and psychological well-being. A key finding of the study is the identification that mindfulness plays a regulatory role in enhancing the link between psychological capital and psychological well-being. Consequently, these findings contribute significantly to the literature by expanding perspectives on psychological well-being and mindfulness concepts, thereby enhancing understanding of psychological resilience and well-being among aviation sector employees. The study also provides theoretical and practical implications and recommendations for future research endeavors.

**Keywords:** Psychological Capital, Well-Being, Psychological Well-Being, Mindfulness, Aviation

**Öz**

Havacılık sektörü, pilotlar, kabin ekibi ve yer hizmetleri gibi farklı profesyonellerden oluşan dinamik bir çalışma ortamına sahiptir. Bu sektörde çalışanlar, genellikle uzun saatler boyunca yoğun baskı altında çalışmakta ve zaman zaman stresli ve belirsiz durumlarla karşılaşabilmektedirler. Bu nedenle, havacılık şirketlerinin çalışanların psikolojik iyi oluşunu desteklemek için çeşitli kaynaklar ve destek sistemleri sunması kritik öneme sahiptir. Buradan yola çıkarak bu araştırmanın amacı Ankara'da havacılık sektöründe görev yapan pilotlar, kabin ekibi ve yer hizmetleri çalışanlarının psikolojik sermaye ile iyi oluş arasındaki ilişkilerde bilinçli farkındalığın düzenleyici rolünü tespit etmek olarak belirlenmiştir. Araştırmanın örneklemini oluşturan 479 katılımcıdan toplanan veriler, SPSS 22 paket programı kullanılarak detaylı bir şekilde analiz edilmiştir. Bulgular, psikolojik sermaye ile psikolojik iyi oluş arasında pozitif ve anlamlı bir ilişkinin varlığını ortaya koymuştur. Araştırmanın önemli bulgularından biri bilinçli farkındalığın psikolojik sermaye ile psikolojik iyi oluş arasındaki ilişkide düzenleyici rolü oynadığının tespit edilmesidir. Sonuç olarak bu bulgular alan yazında psikolojik iyi oluş ve bilinçli farkındalık kavramları ile ilgili bakış açısını genişleterek havacılık sektöründe çalışanların psikolojik sağlık ve iyi oluşunu anlamak için önemli bir katkı sağlayabilir. Araştırma sonucunda teorik ve pratik çıkarımların yanı sıra gelecekteki araştırmalar için önerilerde bulunulmuştur.

**Anahtar Kelimeler:** Psikolojik Sermaye, İyi Oluş, Psikolojik İyi Oluş, Bilinçli Farkındalık, Havacılık

**1. Introduction**

The aviation sector is a complex industry characterized by high stress levels, continuous working hours, and significant responsibilities. This sector's employees' mental health affects both their quality of life and business efficiency. Particularly after the Germanwings 9525 crash in 2015, more attention has been paid to pilots' mental health issues and their treatment methods (Arseven & Yurdakul, 2024). However, it is essential for the physical and mental health of all aviation industry employees to be intact for the

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proper functioning of operations. Aviation sector employees face numerous exhausting, demanding, and stressful challenges, such as dealing with problematic passengers during flight operations, ensuring passenger safety in emergencies, and working long hours across various time zones (Özel & Hacıoğlu, 2021). It is crucial to ensure the psychological well-being of employees in this high-stress and high-risk aviation industry, as it is a determinant of their stress coping abilities (Cherng et al., 2022). The concept of psychological well-being refers to individuals feeling emotionally, mentally, and socially well. Generally, psychological well-being is related to individuals' life satisfaction and their effective functioning (Huppert, 2009). Studies indicate that psychological well-being positively affects factors such as job satisfaction, motivation, self-esteem, and work-family balance (Susanto et al., 2022; Jung et al., 2023). The psychological well-being of aviation sector employees is vital for their success and satisfaction in both personal and professional lives.

Psychological capital (PsyCap) is gaining increasing attention and emphasis in the business world. Psychological capital, which refers to employees' internal resources and emotional strengths, includes positive elements such as hope, optimism, efficacy, and resilience (Luthans & Youssef, 2004). These elements are positive personal resources that enhance individuals' stress-coping abilities and emotional health, ensuring life and job satisfaction (Luthans et al., 2007; Youssef & Luthans, 2007; Rego et al., 2012). Particularly in the aviation sector, the performance of flight crews and the competitiveness of airlines are closely related to the emotional resilience and motivation of their personnel (Lee et al., 2016). Therefore, aviation companies must develop and implement strategies that strengthen employees' psychological capital. However, research on the role of core psychological capital in explaining job attitudes and behaviors in safety-critical organizations like the aviation sector remains limited (Karatepe & Talebzadeh, 2016).

Based on all these considerations, this research aims to examine the relationship between PsyCap and the psychological well-being of aviation industry employees. Additionally, this research aims to determine whether mindfulness has a moderating role in this relationship. All these relationships are addressed within the framework of the Conservation of Resources (COR) Theory (Hobfoll, 1989). A review of the literature reveals studies that address the concept of PsyCap in the aviation industry (Shin et al., 2018; Hwang & Han, 2019; Agarwal & Avey, 2020; Koçak & Çınar, 2020; Göv & Gün, 2022). Similarly, the concept of psychological well-being has also been examined in the aviation sector (Oymak, 2017; Kanbur & Mazioglu, 2021). However, no research has been found that investigates the moderating role of mindfulness in the relationship between psychological capital and psychological well-being, as in the present study.

Mindfulness enhances the ability to cope with stressful and challenging situations (Slutsky et al., 2017). In this context, another objective of the study is to examine the moderating role of mindfulness in the effect of PsyCap on psychological well-being. By amplifying the positive effects of PsyCap, mindfulness may strengthen the emotional and psychological well-being of aviation personnel.

This study is expected to contribute to the literature in several ways. Firstly, elucidating the relationship between the PsyCap and psychological well-being levels of aviation industry employees can help identify effective interventions to enhance employees' psychological resilience. Furthermore, examining the moderating effect of mindfulness on improving employees' psychological well-being, can shed light on the development of strategies in this area. Strategies to support and strengthen the psychological well-being of aviation sector employees are of utmost importance. Therefore, the significance of this research lies in its potential to offer new perspectives for enhancing the emotional and psychological resilience of aviation industry employees.

## **2. Conceptual Framework**

### **2.1. Psychological Capital**

The concept of psychological capital (PsyCap), as defined by Luthans (2002), is built on four fundamental components: hope, self-efficacy, optimism, and resilience. Hope refers to an individual's ability to set goals, develop plans to achieve those goals, and take action toward reaching them (Snyder et al., 1991). Self-efficacy is the belief in one's ability to perform well in specific tasks or situations. Optimism reflects an individual's general outlook on life and the expectation that things will improve (Carver et al., 2010). Resilience describes the ability to overcome stressful and challenging events or situations. These components reflect the positive psychological state or development of individuals (Luthans et al., 2007). PsyCap contributes to the success of individuals and organizations by influencing

employees' job performance and burnout, thereby enhancing organizational competitiveness (Luthans, 2002).

## **2.2. Psychological Well-Being**

One of the core concepts of positive psychology, "well-being," can be defined as "how an individual evaluates themselves based on their physical, mental, social, and environmental conditions, which interact with each other and vary in importance and impact for each person" (Kiefer, 2008, p. 244). Generally, "well-being" encompasses psychological well-being, subjective well-being, and workplace (social) well-being (Okun, 2022). Psychological well-being consists of the combination of an individual's social, emotional, and psychological health (Keyes, 2003). This includes elements such as self-actualization, finding meaning and purpose, building positive relationships, personal growth, and life satisfaction, focusing on the quality of an individual's psychological functioning and internal experiences (Ryff, 1989).

Psychological well-being is closely related to subjective well-being and social well-being. Subjective well-being is defined as frequently experiencing pleasant emotions and moods, rarely experiencing unpleasant ones, and having a high level of life satisfaction (Diener, 2010). However, psychological well-being offers a more objective evaluation beyond subjective well-being, emphasizing psychological functioning and self-actualization (Göcen, 2012). Psychological well-being consists of six core dimensions: self-acceptance, positive relationships with others, autonomy, environmental mastery, purpose in life, and personal growth (Ryff & Keyes, 1995). Each dimension represents significant factors influencing mental health. For example, self-acceptance is associated with frequently experienced positive emotions, while positive relations with others highlight the importance of social connections (Ryff & Keyes, 1995). Autonomy refers to the ability to make one's own decisions, and environmental mastery represents the ability to control one's environment. Purpose in life and personal growth are related to living a meaningful life and realizing one's potential (Ryff, 1989).

## **2.3. Mindfulness**

Mindfulness has become a significant research topic in psychology and business in recent years. This approach was popularized in the West by Jon Kabat-Zinn (1994), but it originates from ancient Eastern philosophies. In brief, mindfulness refers to a state where an individual's attention is focused on the present moment, including their immediate experiences, thoughts, and emotions (Brown & Ryan, 2003). Mindfulness is based on fundamental elements such as attention, intention, and attitude. Attention means focusing on the present and developing awareness; intention refers to directing one's attention to a specific event or thought; and attitude helps in getting the best out of mindfulness practices by understanding the cause and outcome of intentions (Shapiro et al., 2015).

The practice of mindfulness can help individuals manage their emotional impulsive reactions, which can have positive effects on stress management, job performance, and overall life satisfaction (Good et al., 2016). For instance, mindfulness practices can enhance individuals' emotional intelligence, support effective communication in the workplace, and strengthen work relationships (Hülshager et al., 2013). Additionally, mindfulness can lead to positive outcomes in both work life and overall quality of life through its effects on stress management and emotional well-being (Brown & Ryan, 2003). Therefore, it is suggested that mindfulness practices can contribute to individuals' personal and professional development and enhance workplace performance.

## **3. Relationships Between Concepts and Hypothesis**

### **3.1. Psychological Capital and Psychological Well-Being**

In recent years, the importance of PsyCap in the aviation sector has been increasingly recognized, and numerous studies have been conducted on this topic both domestically and internationally. Shin et al. (2018) found that PsyCap acts as a mediator in the positive relationship between job crafting and job engagement, with coworker support strengthening this relationship. Agarwal and Avey (2020) examined managers from various sectors, including the aviation sector, and tested the effects of abusive supervision on cyberloafing behavior and the moderating role of PsyCap in this relationship. Their study showed that abusive supervision reduces psychological capital, which in turn influences cyberloafing. Gürbüz and Yıldırım (2019) investigated the effects of PsyCap on task performance, organizational citizenship behaviors, emotional commitment, and job satisfaction among aircraft technicians in the military. According to their research, individuals with higher PsyCap showed improvements in job performance and organizational behaviors. Koçak and Çınar (2020) explored the relationship between leader-member exchange and organizational silence and the moderating role of positive PsyCap in this

relationship. Their findings indicate that positive PsyCap partially moderates the relationship between leader-member exchange and organizational silence. Göv and Gün (2022) examined the relationship between the PsyCap levels of airport employees and their workplace happiness levels, finding a strong positive relationship. Additionally, it was found that PsyCap levels did not differ based on demographic variables.

Studies on the concept of psychological well-being in the aviation sector reveal significant findings. Çapan and Aydın (2021) examined the effects of job-related stress and individual strengths on psychological well-being. They found that stress factors and individual strengths significantly impact psychological well-being. In another study, Kanbur and Mazıoğlu (2021) found a significant and positive relationship between psychological well-being and job proficiency, including the sub-dimensions of task proficiency, cognitive proficiency, and relational proficiency in the aviation sector. Yaşın (2022) demonstrated that PsyCap has a significant and positive effect on psychological well-being. These findings suggest that PsyCap and psychological well-being are crucial for the health, performance, and overall well-being of individuals and organizations.

Recent research has explored the relationship between PsyCap and psychological well-being across various contexts. Saman and Wirawan (2024), in their study with students, found that higher levels of PsyCap positively affect psychological well-being. Similarly, Kurt and Demirbolat (2019) found that teachers' perceptions of PsyCap positively influence their job satisfaction and psychological well-being, with a significant relationship between these variables. In the aviation sector, Wei et al. (2024) showed that PsyCap positively impacts employees' overall well-being. Tufan's (2023) study indicated that higher levels of PsyCap and psychological well-being significantly contribute to stronger brand loyalty within organizations.

PsyCap, comprising hope, self-efficacy, optimism, and resilience, plays a positive role in coping with stress, job satisfaction, and organizational commitment (Luthans, 2002). According to the COR Theory (Hobfoll, 2011), these elements function as internal resources, helping individuals cope with challenging situations and enhancing overall life satisfaction. The inherent positive cognitive resources within PsyCap are supported by various psychological theories that link positive emotional experiences with well-being (Culbertson et al., 2010). Consequently, PsyCap is suggested to enhance individuals' psychological well-being, contributing to life satisfaction, positive emotional experiences, and healthy social relationships. Research supports the idea that PsyCap strengthens individuals' general psychological functioning, and these effects can be sustainable over time (Luthans et al., 2007). Additionally, the COR Theory (Hobfoll, 2011) suggests that individuals with lower levels of PsyCap and thus fewer positive personal resources may struggle to cope with challenges, negatively impacting their physical and psychological well-being. This theory posits that individuals' psychological resources determine their capacity to handle stress, and a lack of these resources can adversely affect overall well-being.

The positive effects of PsyCap are evident not only at the individual level but also at the organizational level. Organizations can enhance job satisfaction, organizational commitment, and overall job performance by boosting the PsyCap of their employees (Luthans, 2002). In this context, PsyCap contributes to higher levels of well-being in both the personal and professional lives of employees. Based on this premise, the following hypothesis is proposed:

H1: Psychological capital has a positive effect on psychological well-being.

### **3.2. The Mediating Role of Mindfulness in the Relationship Between Psychological Capital and Psychological Well-Being**

There are various studies in the literature examining PsyCap, psychological well-being, and mindfulness. Roche et al. (2014) investigated the impact of mindfulness on psychological well-being through the mediating role of PsyCap in their study with doctors. In a study conducted with nurses, Küçük and Camgöz (2023) found that mindfulness positively affects employee well-being and that PsyCap plays a mediating role in this relationship. Similarly, in a study conducted in Iran, Masoumparast (2020) identified a moderating role of mindfulness in the relationship between PsyCap and psychological well-being.

In the aviation sector, Zhang et al. (2024) studied civil aviation pilots and other aviation employees and found that mindfulness positively affects psychological adjustment and reduces job burnout among pilots compared to other aviation personnel. Additionally, the same study revealed that mindfulness

practices could enhance PsyCap components such as hope, resilience, optimism, and self-efficacy. Choi et al. (2024) examined the effects of mindfulness training on PsyCap among aviation professionals. Their findings indicated that mindfulness training enhances psychological capital, which in turn improves psychological well-being. Furthermore, they noted that mindfulness training increased attentional control and reduced stress levels among military helicopter pilots. In a domestic study examining mindfulness in the aviation sector, Canberk et al. (2021) found that the levels of mindfulness among aviation employees varied according to age and total seniority but showed no differences concerning gender, marital status, educational level, administrative duties, work mode, and company seniority.

Mindfulness allows individuals to live in the present moment deeply and focus attentively on their emotional experiences (Brown & Ryan, 2003). This enhances their capacity to cope with stress, thereby supporting overall psychological well-being. PsyCap, on the other hand, refers to the emotional and psychological resources of an individual, encompassing elements such as hope, self-efficacy, optimism, and resilience (Luthans, 2002). Culbertson et al. (2010) posit that these dimensions of PsyCap as positive cognitive resources, are associated with positive emotional experiences of well-being. PsyCap strengthens individuals' overall psychological functioning (Luthans et al., 2007).

According to Hobfoll's (1989) COR Theory, individuals are inclined to preserve and enhance the resources they value. These resources determine their capacity to cope with stress, and when these resources are lost or threatened, the risk of stress and burnout increases (Hobfoll, 1989). PsyCap plays a critical role in the preservation and enhancement of these resources as a significant internal asset. Individuals with high levels of PsyCap tend to be more resilient, hopeful, self-efficacious, and optimistic, enabling them to cope more effectively with stressful situations. Mindfulness can aid individuals in managing their emotional responses and reinforcing positive thought patterns (Good et al., 2016). In this context, mindfulness can enhance the components of PsyCap by helping individuals better understand current stress factors and manage them more effectively.

Mindfulness practices increase emotional and cognitive flexibility, nurturing PsyCap and positively influencing overall psychological well-being. Strong PsyCap positively impacts individuals' psychological well-being (Luthans et al., 2007; Avey et al., 2011; Rego et al., 2012). By enhancing PsyCap, mindfulness strengthens individuals' stress-coping abilities and overall psychological functionality, leading to improved psychological well-being. Moreover, mindfulness regulates the positive effects of PsyCap, increasing individuals' overall satisfaction in both their professional and personal lives. When considering the COR Theory (Hobfoll, 1989) and mindfulness practices together, it can be proposed that mindfulness significantly enhances individuals' psychological well-being by promoting the effective utilization of their PsyCap. Based on these insights, the following hypothesis is proposed:

H2: Mindfulness moderates the effect of psychological capital on psychological well-being.

#### 4. Method

The conceptual model of the research is shown in Figure 1, as Psychological capital is the independent variable, mindfulness is the moderator, and psychological well-being is the dependent variable.

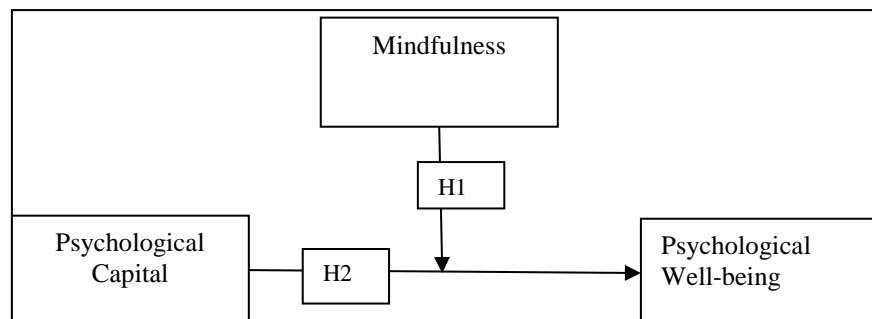


Figure 1. Research Model

#### 4.1. Participants and Procedure

The population of this study consisted of aviation sector personnel working in various aviation companies in Ankara. Data were collected from a total of 479 participants, including pilots, cabin crew, and ground service personnel. Convenience sampling was employed during the data collection process, where 600 survey forms were distributed through human resources departments. After two weeks, forms

were reviewed, and 77 were excluded due to incomplete or multiple responses. Additionally, 44 forms were omitted as they disrupted the normal distribution of the study. Data collection was conducted in February 2024 under Ethics Committee Approval No. E-63878715-619-35852.

According to demographic data, 44% of participants were married, while 56% were single. The average age of participants was determined to be 32 years old. Regarding educational attainment, it was found that 95% of participants had completed undergraduate or postgraduate studies. Age distribution among participants revealed that 62% were between 18 and 29 years old, 32% were between 29 and 39 years old, and 14% were between 40 and 49 years old. In terms of work experience, 56% of participants had 1-6 years, 22% had 7–10 years, and 10% had 11–15 years of experience.

**4.2. Measures**

**Psychological Capital Scale:** The "Psychological Capital Scale Short Form" (PsyCap-12), developed by Luthans et al. (2007) and abbreviated by Avey et al. (2011), was used in this study. The scale, adapted into Turkish by Oruç (2018), consists of 12 items.

**Psychological Well-being Scale:** The "Psychological Well-being Scale," developed by Diener et al. (2010) and validated in Turkish by Telef (2013), was utilized. This scale comprises 8 items.

**Mindfulness Scale:** To measure participants' mindfulness, the "Mindfulness Scale" (BİFÖ), developed by Brown and Ryan (2003) and adapted into Turkish by Özyeşil et al. (2011), was employed. This scale consists of 15 items.

**5. Findings**

**5.1. Descriptive Statistics and Correlations**

It is essential to determine the validity and reliability of the scales used in the study, along with assessing whether the data follow a normal distribution. Kolmogorov-Smirnov analysis was conducted to assess normality, revealing that the data were normally distributed with  $p > 0.05$  (Table 1). To accept data distribution as normal, kurtosis and skewness values should ideally fall between -1.5 and +1.5 (Tabachnick et al., 2007). Given the normal distribution of the data, it is appropriate to conduct parametric analyses such as correlations and regressions.

The reliability of the measurement tools used in data collection was assessed using Cronbach's alpha reliability analysis. For the PsyCap Scale, Cronbach's alpha was calculated as 0.71; for the Mindfulness Scale, it was 0.88; and for the Psychological Well-Being Scale, it was 0.70. According to the literature, Cronbach's alpha coefficients between 0.60 and 0.80 indicate moderate reliability, while coefficients between 0.80 and 1.00 indicate high reliability (Kılıç, 2016). Therefore, all scales used in this study demonstrated high reliability. Table 1 presents the KMO Bartlett analysis results used to determine the normal distribution of the data.

**Table 1. Means, Standard Deviation and Skewness and Kurtosis Values**

Scale	Mean	S.D.	Kolmogorov Smirnov (p)	Skewness	Kurtosis
Psychological Capital	4.15	7.59	0,000	1.09	-1,201
Mindfulness	4.17	16.34	0,000	1,13	0,12
Psychological Well-Being	3.76	9.39	0,000	0,37	0,84

Determining the validity, reliability, and construct validity of the scales used in the study is crucial. To assess construct validity, Composite Reliability (CR) and Average Variance Extracted (AVE) values, which indicate the coherence within the same factor and the distinctiveness between factors, are utilized. In this context, the AVE and CR values were calculated as follows: for the PsyCap Scale, AVE = 0.55 and CR = 0.89; for the Psychological Well-being Scale, AVE = 0.61 and CR = 0.83; and for the Mindfulness Scale, AVE = 0.76 and CR = 0.79. According to the criteria for construct validity, the AVE should exceed 0.5 and the CR should exceed 0.7 (Gürbüz, 2021: 82). These results indicate that the scales used in this study meet the criteria for construct validity.

Item loadings, Cronbach's alpha reliability coefficients, validity-reliability, and construct validity values for the scales used in the study are detailed in Table 2.

**Table 2. Factor Analysis Values**

Scale	Items	Loadings	T-Value	CA	CR	AVE
Psychological Capital	Item 1	0.63				
	Item 2	0.58				
	Item 3	0.55				
	Item 4	0.60				

	Item 5	0.53	17.653*	0,71	0,89	0,55
	Item 6	0.63				
	Item 7	0.54				
	Item 8	0.71				
	Item 9	0.65				
	Item 10	0.83				
	Item 11	0.73				
	Item 12	0.84				
Psychological Well-being	Item 1	0.58	11.510*	0,88	0,83	0,61
	Item 2	0.67				
	Item 3	0.69				
	Item 4	0.73				
	Item 5	0.75				
	Item 6	0.77				
	Item 7	0.80				
	Item 8	0.81				
Mindfulness	Item 1	0.52	10.24*	0,70	0,79	0,76
	Item 2	0.62				
	Item 3	0.66				
	Item 4	0.66				
	Item 5	0.61				
	Item 6	0.55				
	Item 7	0.68				
	Item 8	0.60				
	Item 9	0.58				
	Item 10	0.71				
	Item 11	0.48				
	Item 12	0.77				
	Item 13	0.80				
	Item 14	0.63				
	Item 15	0,66				

CA: Cronbach Alpha; CR: Composite Reliability; AVE: Average Variance

### 5.2. Hypothesis Testing

Pearson correlation analysis was employed to assess the relationships between participants' perceptions of psychological capital, psychological well-being, and mindfulness. The findings indicate positive and statistically significant relationships among these variables. Details of these relationships are presented in Table 3.

**Table 3. Pearson Correlation Analysis Results**

Variables	Mean	S.D	1	2	3	4	5
<b>1. Sex</b>	-	-					
<b>2. Age</b>	32,11	0,85	-	1			
<b>3. Psychological Capital</b>	4,15	0,78	0,04	0,08	1		
<b>4. Psychological Well-Being</b>	4,17	0,74	0,03	0,07	0,237**	1	
<b>5. Mindfulness</b>	3,76	0,79	0,02	0,08	0,153**	0,165**	1

Note: \*\*p<0,01 \*p<0,05.

Hierarchical multiple regression analysis was employed in this study to determine the moderating role of mindfulness in the relationship between PsyCap and psychological well-being. This analysis method allows for step-by-step testing of the effects of independent variables and the moderating variable on the dependent variable (Lu et al., 2019; Sugiura & Sugiura, 2018). The presence of moderating effects is determined by testing whether the interaction term (dependent variable x moderating variable) is statistically significant (Aiken & West, 1991).

In hierarchical regression analysis, the relationships and contributions of variables to each other are examined step by step. In this study, demographic variables were included first, followed by PsyCap, and finally the interaction between psychological capital and mindfulness. Table 4 presents the results

of the hierarchical regression analysis conducted to examine the effect of psychological capital on psychological well-being. Two different models were used in the analysis: Model 1 included gender and age variables as independent variables. According to this model, it was found that gender did not have a significant effect on psychological well-being ( $\beta = 0.095, p > 0.05$ ), whereas age had a negative effect ( $\beta = -0.092, p < 0.05$ ). Given the very low  $R^2$  value (0.009%), this model explains only a very small portion of the variance in the dependent variables.

Model-2 examined the effect of psychological capital on psychological well-being in the hierarchical regression analysis, and the findings are as follows: Psychological capital has a significant positive effect on psychological well-being ( $\beta = 0.181, p < 0.01$ ). Furthermore, the effects of gender and age variables were similar to those in Model 1. Gender did not have a significant effect on psychological well-being ( $\beta = 0.095, p > 0.05$ ), and age had a negative effect ( $\beta = -0.092, p < 0.05$ ). The  $R^2$  value of Model-2 increased significantly by 12.8% compared to Model-1. This increase indicates that PsyCap explains a significant portion of the variance in psychological well-being. Therefore, it can be concluded that psychological capital has a positive effect on psychological well-being. The effects of gender and age variables on psychological well-being are limited.

These findings highlight the importance of psychological capital and support the idea that enhancing individuals' psychological capital can increase their psychological well-being. In conclusion, the first hypothesis of the study, which posited a positive effect of psychological capital on psychological well-being, is supported.

**Table 4: Results of Hierarchical Regression Analysis to Determine the Effect of Psychological Capital on Psychological Well-Being**

Variables	Model-1			Model-2		
	<i>B</i>	<i>S.H.</i>	$\beta$	<i>B</i>	<i>S.H.</i>	$\beta$
Sex	0,071	0,053	0,095	0,067	0,055	0,075
Age	-0,027	0,011	-0,092	-0,025	0,011	-0,079
Psychological Capital				0,145	0,068	0,181**
R		0,097			0,359	
R <sup>2</sup>		0,009			0,128	
Adj. R <sup>2</sup>		0,008			0,125	
$\Delta R^2$		0,009			0,120	

\*p<0,05; \*\*p<0,01

### 5.3. Moderation Analysis

Moderation role refers to the association of an independent variable with a dependent variable in the presence or effect of a moderator variable. Table 5 presents the results of the hierarchical regression analysis conducted to examine the moderation role of mindfulness. In Model 1, the direct effect of PsyCap on psychological well-being was found to be  $\beta = 0.181^{**}$ , indicating that psychological capital significantly enhances psychological well-being.

Moving to Model 2, the direct effect of psychological capital on psychological well-being remained the same ( $\beta = 0.181^{**}$ ). However, when the mindfulness variable was added to the model, its effect on psychological well-being was determined to be  $\beta = 0.295^{**}$ , which is also significant. Additionally, the interaction term between psychological capital and mindfulness (Psychological Capital x Mindfulness) was significant ( $\beta = 0.205^{**}$ ). These results indicate that mindfulness plays a moderating role in the relationship between psychological capital and psychological well-being. Thus, the presence of mindfulness strengthens the impact of psychological capital on psychological well-being, making this relationship even more significant.

**Table 5: Results of Hierarchical Regression Analysis to Determine the Moderating Role of Mindfulness**

Variables	Model-1			Model-2		
	<i>B</i>	<i>S.H.</i>	$\beta$	<i>B</i>	<i>S.H.</i>	$\beta$
Psychological Capital	0,145	0,068	0,181**	0,145	0,068	0,181**
Psychological Capital X Mindfulness				0,205	0,037	0,295**
R		0,359			0,448	
R <sup>2</sup>		0,128			0,208	
Adj. R <sup>2</sup>		0,125			0,200	
$\Delta R^2$		0,120			0,088	

\*p<0,05; \*\*p<0,01



Model 2's  $R^2$  value increased compared to Model 1, indicating that the added variables collectively explain a larger portion of the variance. However, the  $\Delta R^2$  value is lower than that of Model 1, suggesting that the added variables collectively explain a smaller additional portion of the variance. Consequently, mindfulness plays a moderating role in the relationship between psychological capital and psychological well-being. The second hypothesis of the study is confirmed.

## 6. Discussion and Conclusion

This study examined the moderating role of mindfulness in the relationship between PsyCap and well-being among aviation sector employees in Ankara. The findings indicate a significant positive relationship between PsyCap and psychological well-being. This result is consistent with other studies (Kurt & Demirbolat, 2019; Wei et al., 2024; Saman & Wirawan, 2024) and suggests that individuals with higher PsyCap generally experience higher levels of psychological well-being. As noted by Culbertson et al. (2010), the positive cognitive resources inherent in PsyCap are generally associated with individuals' well-being.

For aviation professionals, these findings underscore the importance of PsyCap in the work environment. The research results emphasize the importance for businesses wishing to enhance overall mental health or organizational factors such as job satisfaction, organizational commitment, and performance among aviation professionals to invest in their psychological resources, thereby strengthening psychological capital. The resilience, self-efficacy, and positive thought patterns of aviation personnel with strong PsyCap are further enhanced, enabling them to effectively cope with potential stress, burnout, and challenges (Xu et al., 2023). A study by Zhang et al. (2022) on doctors similarly showed that PsyCap reduces burnout levels and enhances job satisfaction. Likewise, in the aviation sector, high PsyCap helps employees improve their stress-coping abilities and supports their psychological well-being. In conclusion, for aviation professionals working in stressful and challenging environments, PsyCap can be considered a protective factor. PsyCap is not only related to individual well-being but also to organizational well-being. It has a positive impact on factors such as job satisfaction, job performance (Ngo, 2021), and organizational commitment (Nguyen & Ngo, 2020). Moreover, the findings of studies by Çapan & Aydın (2021), Kanbur & Mazıoğlu (2021), Wei et al. (2024), and Tufan (2023) demonstrate that PsyCap and well-being concepts are associated with significant work outcomes such as job competence, job satisfaction, and job performance, highlighting their critical importance for organizational success.

One of the significant findings of the study is the identification of mindfulness playing a moderating role in the relationship between PsyCap and psychological well-being. This finding parallels other research examining the mediating role of mindfulness (Masoumparast, 2020) and similar studies highlighting positive relationships between variables (Roche et al., 2014; Küçük ve Camgöz, 2023). Mindfulness refers to individuals' level of awareness of their internal experiences, surroundings, and emotional responses. This finding suggests that mindfulness skills could enhance the psychological resilience of aviation professionals and thereby support their psychological well-being. Research in the aviation sector demonstrates that mindfulness practices positively influence employees' psychological adjustment, capital, and well-being (Choi et al., 2023; Zhang et al., 2024). Another study in the IT sector showed that mindfulness practices reduce employees' stress levels and increase job satisfaction (Hülshager et al., 2013). Implementing mindfulness enhancement practices may improve components of PsyCap such as hope, resilience, optimism, and self-efficacy. This can increase employees' psychological well-being, leading to reduced stress, higher productivity, job satisfaction, and organizational commitment (Kumprang & Suriyankietkaew, 2024). These findings underscore the importance of increasing PsyCap and mindfulness levels among aviation sector employees who work in high-stress environments.

Among the theoretical contributions of the study is its demonstration of a relationship between PsyCap and mindfulness. The finding that mindfulness plays a moderating role in the relationship between PsyCap and psychological well-being helps us better understand the dynamics between these two concepts. In this context, the research also highlights how aviation sector employees' PsyCap can be increased through mindfulness. Another contribution is that the findings emphasizing the positive impact of PsyCap on psychological well-being strengthen the theoretical framework on this topic. These contributions provide valuable insights into how psychological well-being can be supported in high-stress work environments like the aviation sector.

From a practical perspective, the research findings offer important strategies for managing aviation sector employees' overall and psychological well-being. Specifically, it is recommended that managers and human resources professionals enhance employees' mindfulness levels through regular mindfulness training sessions and workshops. They can also develop programs to improve PsyCap components such as hope, self-efficacy, optimism, and resilience and establish workplace social support mechanisms to strengthen employees' ability to cope with stress and workload. Additionally, adopting a continuous feedback mechanism and an open communication policy can further support employees' psychological well-being.

The study has several limitations that should be considered. Firstly, convenience sampling was employed to select the sample for the study. While this approach makes it convenient for researchers to access participants, it may limit the representativeness of the sample. Convenience sampling can lead to misleading conclusions when the sample does not fully represent the population. Therefore, these limitations should be taken into account when generalizing the study's findings. Secondly, the validity and reliability of the measurement tools are crucial when using scales in data collection. However, some of the scales used in this study have limited Turkish validity and reliability. Specifically, the adaptation of the Mindfulness Scale with a sample consisting primarily of university students raises concerns about its applicability to aviation sector employees. This necessitates careful interpretation of the study's results. Thirdly, the study focused solely on employees in the aviation sector in Ankara when defining the population and selecting the sample. This may limit the generalizability of the study. Since the aviation sector has an international nature, different factors may influence the PsyCap and well-being of employees working in diverse geographical and cultural contexts. Therefore, there is a need for broader, more inclusive research involving employees from different countries and cultural backgrounds to enhance the study's generalizability.

In conclusion, research on PsyCap and well-being in the aviation sector provides significant contributions. However, it is essential to interpret such research with consideration of its limitations. Future researchers may benefit from conducting more in-depth studies in this area. For instance, focusing on individual dimensions of PsyCap separately could be explored. Particularly, evaluating the effectiveness of interventions aimed at increasing PsyCap and examining the impact of mindfulness training programs could be beneficial. Such studies could contribute valuable insights to enhancing the psychological resilience of aviation sector employees and fostering a healthier working environment across the industry. Additionally, employing a more extensive and representative sample, conducting more detailed studies on the validity and reliability of scales, and considering different cultural contexts could lead to more comprehensive and reliable findings regarding the psychological resilience and well-being of aviation sector employees.

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**Research Article**

**The Moderating Role of Mindfulness in The Interaction between Psychological Capital and Psychological Well-Being: A Research in the Aviation Sector**

*Psikolojik Sermaye ile Psikolojik İyi Oluş İlişkisinde Bilinçli Farkındalığın Düzenleyici Rolü: Havacılık Sektöründe Bir Araştırma*

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**Genişletilmiş Özet**

Havacılık sektörü, yüksek stres seviyeleri, kesintisiz çalışma saatleri ve büyük sorumluluklarla dolu bir ortamda faaliyet gösteren karmaşık bir endüstridir. Bu sektörde çalışanların psikolojik sağlığı ve iyi oluşu, sadece bireylerin refahını değil, aynı zamanda işletmelerin operasyonel etkinliğini de doğrudan etkilemektedir. Özellikle 2015 yılında meydana gelen Germanwings 9525 kazasından sonra pilotların ruh sağlığı sorunlarına ve bu sorunların tedavi yöntemlerine daha fazla dikkat edilmeye başlanmıştır (Arseven ve Yurdakul, 2024). Ancak yalnızca pilotların değil, havacılık sektöründeki tüm çalışanların fiziksel ve zihinsel sağlıklarının yerinde olması, düzgün işleyen operasyonlar için önemlidir. Çünkü havacılık sektörü çalışanları, uçuş operasyonu sırasında sorunlu yolcularla baş etmek, acil durumlarda yolcuların can güvenliğini sağlamak, çeşitli saat dilimlerinde uzun süre uçmak ya da hizmet vermek gibi yorucu, yıpratıcı, stresli pek çok olumsuzlukla karşılaşabilmektedir (Özel ve Hacıoğlu, 2021). Yüksek stresli ve riskli havacılık endüstrisindeki çalışanlar için strese başa çıkma becerilerinin belirleyicisi olan psikolojik iyi oluşlarını sağlamak çok önemlidir (Cherng ve ark., 2022). Buradan hareketle bu araştırmanın amacı havacılık sektörü çalışanlarının psikolojik sermayeleri ile psikolojik iyi oluşları arasındaki ilişkiyi incelemek olarak belirlenmiştir. Ayrıca bu ilişkide bilinçli farkındalığın düzenleyici rolü olup olmadığının tespit edilmesi de amaçlanmaktadır. Tüm bu ilişkiler, Kaynakları Koruma Teorisi (Hobfoll, 1989) çerçevesinde ele alınmıştır.

**Kavramsal Çerçeve ve Hipotezler**

Psikolojik sermaye, umut, öz-yeterlik, iyimserlik ve dayanıklılık gibi pozitif unsurların birleşimidir ve bireylerin strese başa çıkması, iş tatmini ve örgütsel bağlılık gibi faktörlerde olumlu bir rol oynadığı gözlemlenmiştir (Luthans, 2002). Kaynakları Koruma Teorisi (Hobfoll, 2011) çerçevesinde bu unsurlar bireylerin içsel güç kaynakları olarak işlev görerek, zorlayıcı durumlarla başa çıkmalarına ve genel yaşam memnuniyetlerini artırmalarına yardımcı olur. Psikolojik sermaye boyutlarının doğasında bulunan olumlu bilişsel kaynaklar, bireylerin iyi oluşunu olumlu duygusal deneyimlerle ilişkilendiren çeşitli psikolojik teoriler tarafından desteklenmektedir (Culbertson ve ark., 2010:422). Bu bağlamda, psikolojik sermayenin bireylerin psikolojik iyi oluşunu artırdığı ve bu sayede yaşam memnuniyeti, pozitif duyguların deneyimlenmesi, sağlıklı sosyal ilişkiler kurma gibi boyutlarda olumlu katkılar sağladığı öne sürülebilir. Yapılan araştırmalar, psikolojik sermayenin bireylerin genel psikolojik işlevselliğini güçlendirdiğini ve bu etkilerin zamanla sürdürülebilir olabileceğini desteklemektedir (Luthans ve ark., 2007). Ayrıca Kaynakları Koruma Teorisi (Hobfoll, 2011) temelinde psikolojik sermaye düzeyleri dolayısıyla olumlu kişisel kaynakları düşük olan bireylerin karşılaştıkları zorluklarla başa çıkma konusunda yetersiz olabileceği ve bu nedenle fiziksel ve psikolojik iyi oluş konusunda zorluk yaşayabilecekleri söylenebilir. Bu teoriye göre, bireylerin sahip oldukları psikolojik kaynaklar, onların strese başa çıkma kapasitelerini belirler ve bu kaynakların eksikliği, genel iyi oluşlarını olumsuz etkileyebilir.

Psikolojik sermayenin pozitif etkileri, sadece bireysel düzeyde değil, aynı zamanda örgütsel düzeyde de kendini gösterir. Örgütler, çalışanlarının psikolojik sermayesini artırarak iş tatminini, örgütsel bağlılığı ve genel iş performansını artırabilirler (Luthans, 2002). Bu bağlamda, psikolojik sermaye, çalışanların hem kişisel hem de profesyonel yaşamlarında daha yüksek düzeyde iyi oluşa ulaşmalarına katkıda bulunur. Tüm bunlardan hareketle, aşağıdaki hipotez öne sürülmüştür:

H1: Psikolojik sermayenin psikolojik iyi oluş üzerinde anlamlı ve pozitif bir etkisi bulunmaktadır.

Bilinçli farkındalık, kişinin mevcut anı derinlemesine yaşamasına ve duygusal deneyimlerine dikkatli bir şekilde odaklanmasına olanak tanır (Brown ve Ryan, 2003). Bu durum, bireylerin strese başa çıkma kapasitelerini artırarak genel psikolojik iyi oluşlarını destekler. Psikolojik sermaye ise umut, öz-yeterlik, iyimserlik ve dayanıklılık gibi unsurları içeren bireyin duygusal ve psikolojik kaynaklarını ifade eder (Luthans, 2002). Culbertson ve ark. (2010), Psikolojik sermayenin bu boyutlarının olumlu bilişsel kaynaklar olarak iyi oluşun olumlu duygusal deneyimiyle ilişkili olduğunu öne sürmektedir. Psikolojik sermaye bireylerin genel psikolojik işlevselliğini güçlendirmektedir (Luthans ve ark., 2007). Hobfoll'un (1989) Kaynakları Koruma teorisine göre bireyler değer verdikleri kaynakları koruma ve artırma eğilimindedirler. Bu kaynaklar bireylerin strese başa çıkma

kapasitelerini belirler ve kaybedildiğinde veya tehdit edildiğinde stres ve tükenmişlik riski artar (Hobfoll, 1989). Psikolojik sermaye bireylerin sahip olduğu önemli bir içsel kaynak olarak, bu kaynakların korunmasında ve artırılmasında kritik bir rol oynar. Yüksek düzeyde psikolojik sermayeye sahip bireyler, daha dayanıklı, umutlu, öz-yeterlik düzeyi yüksek ve iyimser olma eğilimindedirler, bu da onların stresli durumlara daha etkili bir şekilde başa çıkmalarını sağlar. Bilinçli farkındalık ise bireylerin duygusal tepkilerini yönetmelerine ve olumlu düşünce kalıplarını güçlendirmelerine yardımcı olabilir (Good ve ark., 2016). Bu bağlamda, bilinçli farkındalık, bireylerin mevcut stres faktörlerini daha iyi anlamalarını ve bu stresle daha etkili bir şekilde başa çıkmalarını sağlayarak psikolojik sermaye bileşenlerini güçlendirebilir. Bilinçli farkındalık uygulamaları, bireylerin duygusal ve bilişsel esnekliklerini artırarak, onların psikolojik sermayelerini besler ve bu da genel psikolojik iyi oluşlarını olumlu yönde etkiler.

Güçlü bir psikolojik sermaye, bireylerin psikolojik iyi oluşunu olumlu bir şekilde etkiler (Luthans ve ark., 2007; Avey ve ark., 2011; Rego ve ark., 2012). Bilinçli farkındalık, bireylerin sahip olduğu psikolojik sermayeyi artırarak, onların stresle başa çıkma becerilerini ve genel psikolojik işlevselliklerini güçlendirir. Bu, çalışanların psikolojik iyi oluşlarının artmasına yol açar. Ayrıca, bilinçli farkındalık, psikolojik sermayenin olumlu etkilerini düzenleyerek, bireylerin hem iş hem de özel yaşamlarındaki genel memnuniyetlerini artırır. Bu çerçevede, kaynak koruma teorisi ve bilinçli farkındalık uygulamaları birlikte ele alındığında, bilinçli farkındalığın, bireylerin psikolojik sermayelerinin etkin kullanımını artırarak, onların psikolojik iyi oluşlarını önemli ölçüde artırabileceği öne sürülebilir. Tüm bunlardan hareketle aşağıdaki hipotez öne sürülmüştür:

H2: Psikolojik sermayenin psikolojik iyi oluş üzerindeki etkisinde bilinçli farkındalığın düzenleyici rolü bulunmaktadır. H2: Bilinçli farkındalığın, psikolojik sermayenin psikolojik iyi oluş üzerindeki etkisini düzenleyici bir rolü bulunmaktadır.

#### **Yöntem:**

Bu çalışmanın evreni, Ankara'da bulunan çeşitli havacılık şirketlerinde çalışan havacılık sektörü personelinden oluşmaktadır. Toplam 479 pilot, kabin ekibi, hava ve yer hizmetleri çalışanından veri toplanmıştır. Veri toplama sürecinde kolayda örnekleme yöntemi kullanılmış olup, insan kaynakları departmanlarından 600 anket formu dağıtılmıştır. İki hafta sonunda toplanan formlar incelenmiş ve 77 form, eksik veya çoklu cevap verildiği için çalışma dışı bırakılmıştır. Ayrıca, 44 form ise araştırmanın normal dağılımını bozduğu gerekçesiyle dahil edilmemiştir. Veriler E-63878715-619-35852 nolu etik kurul onayına istinaden Şubat 2024'te toplanmıştır.

#### **Bulgular:**

Sonuçlar, psikolojik sermaye ile psikolojik iyi oluş arasında pozitif ve anlamlı bir ilişki olduğunu ortaya koymuştur. Daha yüksek psikolojik sermayeye sahip çalışanlar, daha iyi psikolojik iyi oluş göstermektedir. Bu bulgu, psikolojik sermayenin çalışanların zihinsel sağlığını ve iş performansını artırabileceğini öne süren önceki araştırmalarla uyumludur.

Araştırmanın önemli sonuçlarından biri, bilinçli farkındalığın psikolojik sermaye ile psikolojik iyi oluş arasındaki ilişkide düzenleyici rol oynadığının tespit edilmesidir. Özellikle, daha yüksek bilinçli farkındalık düzeyleri, psikolojik sermayenin psikolojik iyi oluş üzerindeki pozitif etkisini güçlendirmektedir. Bu bulgu bilinçli farkındalığın, psikolojik sermayenin faydalarını artırarak çalışanların stresle daha iyi başa çıkmalarına ve psikolojik sağlamlıklarını iyileştirmelerine yardımcı olabileceği anlamına gelir.

#### **Sonuç**

Çalışma, havacılık sektörü çalışanlarının psikolojik iyi oluşlarını artırmak için hem psikolojik sermayenin hem de bilinçli farkındalığın kritik önemde olduğunu ortaya koymaktadır. Bulgular, iş yerinde bu psikolojik kaynakların desteklenmesinin, çalışanların işlerinin yüksek talepleri ve stresleriyle başa çıkmalarına yardımcı olmanın önemini vurgulamaktadır. Havacılık şirketleri psikolojik sermaye ve bilinçli farkındalığı teşvik ederek daha dirençli bir iş gücü yaratabilir, bu da nihayetinde güvenlik, performans ve iş tatmini açısından iyileşmeye yol açabilir.

#### **Teorik ve Pratik Çıkarımlar**

Bu araştırma, psikolojik sermaye ile psikolojik iyi oluş arasındaki ilişkide bilinçli farkındalığın bir düzenleyici olarak rolünü yeni bakış açılarıyla ele alarak mevcut literatüre katkıda bulunmaktadır. İçsel psikolojik kaynakların etkileşimini ve iyilik hali üzerindeki etkilerini, özellikle havacılık sektörü gibi yüksek stresli ortamlarda nasıl etkilediklerini genişleterek anlamamıza yardımcı olmaktadır. Çalışma ayrıca, çalışanların psikolojik iyilik hali için önemli yapılar olarak psikolojik sermaye ve bilinçli farkındalığı desteklemenin önemini de ortaya koymaktadır. Havacılık şirketleri için, çalışma, çalışanların psikolojik iyilik hallerini artırmak için pratik öneriler sunmaktadır. Şirketler, çalışan geliştirme programlarına psikolojik sermaye oluşturma ve bilinçli farkındalığı teşvik etme odaklı eğitim programları ve müdahaleler uygulamalıdır. Örneğin, dayanıklılık eğitimi, iyimserlik atölyeleri ve bilinçli farkındalık meditasyon oturumları çalışan geliştirme programlarına dahil edilebilir. Ayrıca, bilinçli farkındalık pratiğini teşvik eden destekleyici bir iş ortamı oluşturmak, çalışanların stresle daha etkili bir şekilde başa çıkmalarına ve genel iyilik hallerini iyileştirmelerine yardımcı olabilir.