

Deciphering the Subtle Role of Psychological Capital in the Efficacious Implementation of Sustainable Development Goals

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Abstract:

This paper deals with the subtle role of Psychological Capital in the sustainable development goals particularly the sustainable goal 3 that is Good health and well-being, sustainable development goal 4 that is quality education and sustainable development goal 8 that is decent work and economic growth. Sustainable development goals are the global goals which are being devised by the United Nations which encompasses various issues which are to be achieved till 2030. Psychological capital basically encompasses the four variables that is Hope, Efficacy, Resilience and Optimism and it is also being known as the HERO model. This model basically used in the sphere of the organizational psychology but the subtle role of these four variables can also be construed in the sustainable development goals. After the definition of both the concepts comes the review of literature part in which the various papers which deals with both the concepts are quoted but while reviewing the gap was found out. As in none of the research papers the role of psychological capital is being studied regressally in the sustainable development goals. Then came the discussion in which the relevance of psychological capital while pursuing the sustainable development goals was being delved deep. This Paper had the potential of the enormous future implications on which the various research papers can be published.

Keywords: Psychological Capital, Sustainable development Goals, HERO Model.



1.INTRODUCTION:

1.1 SUSTAINABLE DEVELOPMENT GOALS:

The sustainable development goals are the continuation of Millenium Development goals.Millennium development goals are for the time period of 2000 to 2015 whereas the sustainable development goals are for the time period of 2015-2030.The millenium development goals are eight in number whereas the sustainable development goals are seventeen in number.

COMPARISON TABLE FOR THE MILLENIUM DEVELOPMENT GOALS AND SUSTAINABLE DEVELOPMENT GOALS:

MILLENIUM DEVELOPMENT GOALS(2000-2015)	SUSTAINABLE DEVELOPMENT GOAL(2015-2030)
1.ERADICATE EXTREME POVERTY AND HUNGER.	1.NO POVERTY.
2.ACHIEVE UNIVERSAL PRIMARY EDUCATION.	2.ZERO HUNGER.
3.PROMOTE GENDER EQUALITY AND EMPOWER WOMEN.	3.GOOD HEALTH AND WELL-BEING.
4.REDUCE CHILD MORTALITY.	4.QUALITY EDUCATION.
5.IMPROVE MATERNAL HEALTH.	5.GENDER EQUALITY.
6.COMBAT HIV/AIDS AND OTHER DISEASES.	6.CLEAN WATER AND SANITATION.
7.ENSURE ENVIRONMENTAL SUSTAINABILITY.	7.AFFORDABLE AND CLEAN ENERGY.
8.DEVELOP A GLOBAL PARTNERSHIP FOR DEVELOPMENT.	8.DECENT WORK AND ECONOMIC GROWTH.
	9.INDUSTRY, INNOVATION AND INFRASTRUCTURE.
	10.REDUCED INEQUALITIES.
	11.SUSTAINABLE CITIES AND COMMUNITIES .
	12.RESPONSIBLE CONSUMPTION AND PRODUCTION.
	13.CLIMATE ACTION.

	14.LIFE BELOW WATER.
	15.LIFE ON LAND.
	16.PEACE, JUSTICE AND STRONG INSTITUTION.
	17.PARTNERSHIPS FOR THE GOALS.

The fascinating term of sustainable basically implies that the optimum utilisation of resources in the present but not compromising it on the part of future. The sustainable development goal is an initiative of United Nations which is being implemented across the world. In India there is a report which is being called as sustainable development report which is being released by the NITI (National Institution for transforming India) Aayog.

In the 2025 Sustainable development report, India achieved its best rank that is 99th out of 167 countries with a score of 67 marking its entry in 100 countries. There is a significant improvement in sanitation, clear energy and poverty reduction though major challenges remain in climate action and environmental sustainability. In this paper basically the relationship of sustainable development goals 4 (Quality Education), Sustainable development goal 3 (Good Health and well-being), Sustainable Development Goal 8 (Decent Work and Economic Growth) and Psychological Capital is being explored and a new sort of correlation for future implication of the review paper is being suggested. The various initiative that are being taken by the govt of India with regard to all these three sustainable development goals should be mentioned here and they are as following :

Goal 3 (Good Health and Well being):

1. National Health Mission.
2. PM Jan Arogya Yojana.
3. Mission Indradhanush.
4. Saksham Anganwadi and POSHAN Abhiyaan.
5. Pradhan Mantri Surakshit Matritva Abhiyaan.
6. PM MAtru Vandhana Yojana.
7. PM Jan Aushadi Yojana.
8. National Ayush Mission.
9. Pradhan Mantri Swasthya Suraksha Yojana.
10. Pradhan mantri TB Mukht Bharat Abhiyaan.
11. Anaemia Mukht Bharat.
12. Jananni Suraksha Yojana.

Goal 4 (Quality Education):

1. Samagra Shiksha Yojana.
2. New India Literacy Programme.
3. Pre and Post Matric Scholarship scheme for .
4. PMSHRI (School for Rising India).
5. Eklavya Model Residential Schools.
6. Rashtriya Avishkar Abhiyan.

7. Padhe Bharat Badhe Bharat.
8. Skill Strengthening for Industrial value enhancement (STRIVE)

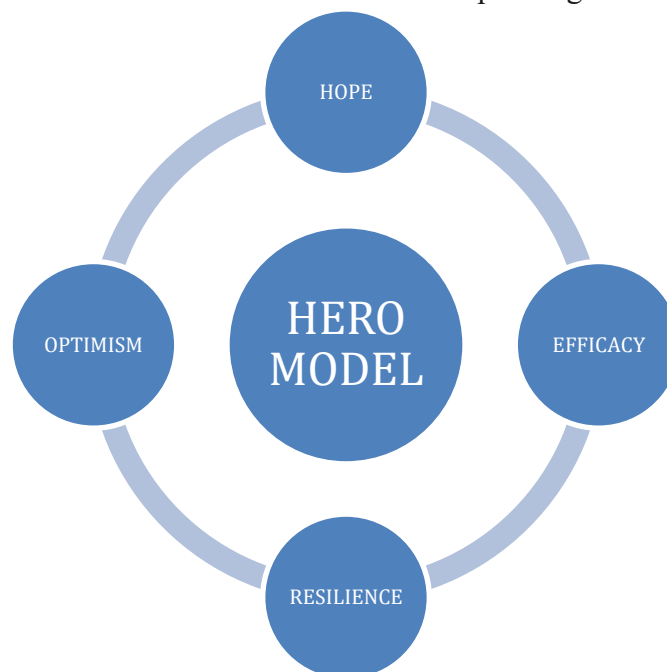
Goal 8 (Decent work and economic growth):

1. Production Linked Initiative.
2. PM Employment Generation Programme.
3. Skill India.
4. Pradhan Mantri Kaushal vikas Yojana.
5. National skill development Mission.
6. Pradhan Mantri Mudra Yojana.
7. National Apprenticeship Promotion Scheme.
8. Skill development Mission.
9. Deendayal Upadhyaya Antyodaya Yojana.

The Various initiative that are taken by the govt of India provides the picture of the efforts of the government on the part of government in the direction of the persuasion of the sustainable development goals. The sustainable development goals are to be achieved till the year 2030 so the government of India working regressively hard in that direction.

1.2 PSYCHOLOGICAL CAPITAL:

Luthans et al (2007) came up with one of the most important variables in context of organizational or industrial psychology that is Psychological capital. Psychological capital is made up of the four variables and that is why also known as the HERO Model and the corresponding four variables are as following:



Hope : According to Snyder et al. (1991) “Hope is a human strength manifested in capacities to:

- Clearly conceptualize goals (goals thinking),
- Develop the specific strategies to reach those goals (pathways thinking),
- Initiate and sustain the motivation for using those strategies (agency thinking)”.

Efficacy: Self -efficacy refers to an individual’s belief in his or her capacity to execute behaviour necessary to produce specific performance attainment. Basically this construct of self efficacy relates to

an individual belief system in the various resources which belong to them and using those for the attainment of the results.

Resilience: Resilience can be construed as the bouncing back ability of the individual when the individual is being confronted with the adversity in his/ her life. Basically this construct relates with the post traumatic growth of the individual that how the individual carries on the further things after the confrontation of the adversity.

Optimism: Optimism can be construed as the viewpoint of the individual in which the individual takes the positive side or only the favorable outcomes in any of the situation. Being Optimistic basically entails to have the positive outlook of everything.

2. REVIEW OF LITERATURE:

2.1. Mo, X., Chatpunyakul, C., & Gulthawatvichai, S. (2026) had studied the mediating role of psychological capital in linking environmental dynamism to entrepreneurial persistence among nascent entrepreneur in china. The results of the study indicates that environmental dynamism eventually decreases goal achievement, happiness and psycap whereas psycap is a powerful predictor of these positive results and mediates the relationship between environmental turbulence and personal outcomes which demonstrate a defensive feature of psycap in turbulent environment.

2.2. Momin, M. M., & Rolla, K. P. (2026) Had done a meta analytic review of psychological capital and employee well-being literature. The meta analysis indicated that there is a significant positive relationship between psycap and employee well-being.

2.3. Kharismasyah, A. Y., Suharnomo, & Perdhana, M. S. (2025) Had studied about the role of psychological capital and crisis management in the enhancement of entrepreneurs' performance. The results of the study demonstrated that there is a crucial relationship between the psychological capital and performance. Entrepreneurs who are high on the scale of Psycap perform better entrepreneurial tasks.

2.4. Tjimuku, M., Atiku, S. O., & Kaisara, G. (2025) had done a systematic literature review of emotional intelligence and psychological capital at work. The systematic literature review initially consisted of 255 articles then after the exclusion criteria it had come down to 57 articles. The results of the study suggested that there is a positive relation between emotional intelligence and psychological capital impacting outcome such as job performance and employee psychological well-being.

2.5. Harris, C., Jacobs, C., & Stindt, C. (2025) had analyzed the construct of psycap as a predictor of work engagement in a training academy. The findings of the study indicated that there is a relationship between psycap and work engagement. This study further demonstrated that psycap predicts work engagement with efficacy and optimism positively predicting engagement, hope and resilience are insignificant in predicting work engagement.

2.6. Schelleman-Offermans, K., Dito, B. B., Gudeta, K. H., Fourie, E., Kebede, S. W., Mazzucato, V., & Jonas, K. J. (2024) Had studied the mediating role of psychological capital, social support and tangible assets in exploring socio-economic inequities in mental health problems and well-being among women working in the apparel and floriculture sector. The results of the study demonstrated that psycap significantly mediate the socio-economic in both well-being outcomes whereas the emotional social support and tangible assets showed no association.

2.7. Khoshaim, L. S. (2024) Had studied the role of psychological influence on academic performance in an e-learning environment. Basically the result of the study demonstrated that the variables like hope, efficacy, resilience and optimism had a very important role in academic performance in an e-learning

environment.

2.8 Mariappanadar, S. (2024) had studied the interaction of sustainable development goal 8 and sustainable development goal 3 from the sustainable HRM perspective by improving quality of work for positive health. The findings indicate that the work intensification helps in the betterment of employee mental well-being(SDG-3), but the mediation transitory effect of the health harm of work among individuals.

2.9. Bilderback, S., Movahed, M., & McCarthy, V. (2024) had studied the role of virtual training in the implementation of sustainable development goals globally. The findings of the paper showed that the technology is of dire importance in the implementation of sustainable development goals post-pandemic virtual training significantly enhances global collaboration, inclusivity and sustainability.

2.10. Avolio, B. J. (2024) had studied the role of authentic leadership and psycap in the management of those events that have the potential to impact well being and environmental sustainability, The emphasis of the work is on how positive forms of leadership and organizational behaviour can impact the individual and collective mental health and well-being in organizations, communities and societies.

2.11 Avanesyan, H., Asriyan, E., & Papoyan, S. (2024).had studied the effectiveness of psychological resources supporting a person's well-being in the face of uncertainty and stress. The results of the study indicated that some combinations of personality traits and components of psychological capital can lead to adaptation during uncertainty and stress more effectively even with higher level of trait anxiety.

2.12 Guo, J., Chen, Z., & Zheng, B. (2021) Had studied the mediating role of the psychological capital in the post graduate competence and academic research performance. The results of the study had demonstrated that the psychological capital partially mediated the relationship between the post graduate competence and academic research performance.

2.13 Ferraro, T., Pais, L., Moreira, J. M., & Santos, N. R. D. (2017) had studied the mediating role of psychological capital in decent work and work motivation in knowledge workers. The results of the study demonstrated that decent work is of crucial importance in promoting a positive approach to work and psychological capital is considered as an important mediating variable in the promotion of autonomous work motivation.

3. DISCUSSION

This paper deals with deciphering the subtle role of psychological capital with respect to persuasion of the sustainable development goal 3, sustainable development goal 4 and sustainable development goal 8. With the help of the above Review of literature it has been found out that there is a gap in term of the above analysis in which the role of the psychological capital is not being delved deep in the Sustainable development goal 3 (Good Health and well-being), Sustainable development Goal 4 (Quality Education) and Sustainable development goal 8 (Decent Work and Economic Growth). Psychological Capital is of immense importance when the individual is concerned with Sustainable development Goal 3 particularly with well-being part because then there comes psychological well-being and for psychological well-being the role of all the four variables that is Hope, efficacy, Resilience and Optimism is very important. Hope is the basic human strength which helps the individual in very sphere of life and through this way plays a very important role in the psychological well-being, Efficacy is the belief of the individual in his/her capacities while pursuing any task and this tendency entails a very positive effect on the psychological well being. Resilience is the bouncing back ability of an individual and when the individual is being confronted with any sort of adversity in their lives, then there is a deteriorating effect on the psychological

well being of the individual then there comes the role of resilience which helps the individual in the bouncing back of the individual and making their psychological well being again in a stable equilibrium. Optimism is the positive viewpoint of the individual and for the psychological well-being this construct is of utmost importance because it is the individual viewpoint only which have a profound effect on the psychological resources of an individual so from this discussion it can be construed that there is an immense potential of the construct of the psychological capital which can be optimally utilised for the pursuing of the sustainable development goal 3 that is Good Health and well-being .

Now moving on to the role of psychological capital in the persuasion of the sustainable development goal 4 that is Quality education. Firstly there arises a question which entails what is Quality Education ? This question can be answered with two point of view. First point of view entails the role of the Government in availing the opportunities for the children through which the education can be provided betterly. The second viewpoint which is of significance here is from the children's viewpoint that how the provided resources can be used judiciously so there comes the role of the psychological capital . The children who is having the high levels of hope can use the resources in a far better way as compared to the children who is having low levels of hope, infact the dedication with which the individual will study will also be different. The individuals who are having the high self-efficacy will perform better on the various opportunities which are being provided to them when compared to the individuals who are having low self-efficacy. The eagerness to outperform the various tasks will also be high in the individuals who are having high Self-Efficacy . Resilience will also be fruitful in the sense that the children who are malnourished or facing the extremities of the life when provided with the various opportunities of the education will try more hardly to optimally utilise it because it will act as the bouncing back mechanism or the way through which they can change their lives. Then comes the role of the construct of the optimism, it plays a very important role on the part of the individual when it is being concerned with the quality education. Being optimistic always helps the individual to perform better on the various standards of excellence because when the individual is focusing on the positive side then that tendency helps the individual to address the fine details of the task which helps the individual to outperform. The Psychological capital as a whole is very important on the part of the individual because it will help the individual to optimally utilise the various opportunities which are being provided by the government.

Now construing the role of the psychological capital in respect of the sustainable development goal 8 that is decent work and economic growth. The genesis of the construct of psychological capital is from the subfield of psychology which is being known as the industrial psychology, in which this construct is related with the productivity of the labour. The productivity of the labour can be increased with help of all these four variables that is hope, efficacy, resilience and optimism. The role of the psychological capital can also be construed in the scenario of work space environment when the individual is high on the dimensions of psychological capital that is hope, efficacy, resilience and optimism then the individual will try to maintain the surrounding of the workspace also good. There are also the various unseen benefits when the individual is high on pscap then the productivity of an individual increases whereas the lack of attention on the work also lead to less accidents.

4. CONCLUSION:

The conclusion which can be drawn here is that the construct of psychological capital is of immense importance in the sustainable development goal 3 (Good Health and Well-being), Sustainable development goals 4 (Quality education) and sustainable development goal 8 (Decent work and economic Growth).

There is a subtle role of the psychological capital which is not yet being deciphered this paper basically throws light on that part that how the psychological capital construct can be used while the pursuing of the above mentioned sustainable development goal. The construct of Psychological capital may act as the catalyst on the psychological part of the individual, all the dimensions of sustainable development goal 3, sustainable development goal 4 and sustainable development goal 8 with relevance of psychological part can be traced back to the psychological capital. As in the above mentioned various initiative of the government there is no initiative which delves deep with the psychological part of the individual so this indicates that in near future this unseen dimension of the psychological capital should also be inculcated with respect to the sustainable development goal 3, sustainable development goal 4 and sustainable development goal 8. This paper basically tries to decipher the subtle role of the psychological capital which can be construed in sustainable development goals and the future implications of this paper is that now the persuasion of the sustainable development goals can also be construed through the psychological lens.

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