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Research Paper

The Effectiveness of a Vocational Rehabilitation Program on the Psychological Capital in People with Spinal Cord Injury

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Abstract

Introduction: Vocational rehabilitation is one of the vital aspects of rehabilitation that contributes to enhancing individual, social and economic independence in daily life by increasing efficiency and restoring abilities and minimizing disabilities and achieving a capable individual. Being able to satisfy his or her job need can also enhance psychological factors. The purpose of this study was to evaluate the effectiveness of vocational rehabilitation on psychological capital in people with spinal cord injury.

Methods: The design of this study was a single case study. For this purpose, using purposeful sampling, three individuals with spinal cord injury were selected and trained in 8 sessions of the vocational rehabilitation program. Data were collected using Luthan's psychological capital questionnaire. Results were analyzed using visual analysis, statistical significance or Reliability of Change Index, and clinical significance or percentage of improvement

Results: Visual analysis results showed that for all three participants, phase B charts (intervention) during the training sessions were increasing. Also, vocational rehabilitation training programs with a change reliability index greater than 1.96 and recovery percentage above 50 at intervention and follow-up stages affected psychological capital in people with spinal cord injury. In other words, the vocational rehabilitation program was statistically and clinically significant. Also, the consistency of the change scores was confirmed at the follow-up stage.

Conclusions: It can be concluded from this study that using the vocational rehabilitation program can increase the psychological capital of people with spinal cord injury.

Extended Abstract

OBJECTIVE

Vocational rehabilitation is one of the essential aspects of rehabilitation for people with spinal cord injury. It helps the disabled person to achieve personal, social, and economic independence by increasing their efficiency, restoring their capabilities, and minimizing the effects of their disabilities. In addition to satisfying their vocational needs, it also enables them to improve their psychological capital.

Psychological capital can influence people's attitudes and behaviors, especially concerning employment, and serve as a powerful source of motivation and increase goal-oriented career behaviors and give individuals a more transparent, richer, and more favorable perspective on themselves and their abilities. Researchers believe that psychological capital can be increased with timely interventions. The purpose of this

study was to evaluate the effectiveness of a vocational rehabilitation program in the psychological capital of people with spinal cord injury.

MATERIALS AND METHODS

The design of this study was a single-subject or single case study of type A-B with three stages of baseline (A), intervention (B), and follow-up. The population of this study consisted of people with spinal cord injury visiting the Isfahan Spinal Cord Injury Support Association. For this purpose, using a purposive sampling method, three individuals were selected. The subjects were individually trained in vocational rehabilitation programs for eight sessions. Data were collected by employing a 24-item, Lutz psychological capital questionnaire. Participants responded to each item on a 5-point scale from strongly disagree = 1 to strongly agree = 5. The total score is calculated from the sum of each item's score. The higher the score, the higher the level of psychological capital in the individual. The validity and reliability of this questionnaire have been verified in domestic and foreign researches. Its Cronbach's alpha was reported 0.85 in internal research and 0.81 in external research. The reliability coefficient of the psychological capital questionnaire was estimated at 0.80. The vocational rehabilitation program in this study was an eight-session researcher-made training package that was tailored to Lent & Brown's Cognitive-Social Career Counseling Theory. Data analysis was conducted using mean, standard deviation, visual analysis, statistical significance or Reliability Change Index (RCI), and clinical significance or Melioration Percentage Index (MPI).

RESULTS

The results of the visual analysis showed that for all three participants, the trend line of changes in psychological capital scores in stage B (intervention) was increasing during training sessions. In contrast, no increase has happened in the baseline stage. The intra-situational status also indicates changes in scores on psychological capital during training. In other words, the change in scores is in the stability chamber, which indicates that the participants are stable, and the changes are real. Also, the participants' RCI at the intervention stage was 28.07, 25.73, and 29.9. Considering that the obtained indices are more significant than 1.96, it can be said that the change in the intervention stage scores is significant, and due to the vocational rehabilitation program training. Also, the Melioration Percentage Index (MPI) for participants was 0.70, 0.52, and 0.61, respectively, and the percentage of overall improvement and change in participants' scores on the psychological capital variable was 0.61, which has increased more than 50 percent and the intervention can be considered successful. Therefore, it can be concluded that the results for the variables of psychological capital were also clinically significant.

Also, the participants' RCI values at the follow-up stage were 43.47, 38.23, and 51.62, respectively, and given that the obtained indices are more significant than 1.96, the consistency of psychological capital scores at the follow-up stage was statistically significant and indicated the durability of the vocational rehabilitation program. Therefore, it can be said that the changes in psychological capital scores and its durability in all three participants are also clinically significant.

CONCLUSION

The purpose of this study was to evaluate the effectiveness of vocational rehabilitation training program on the psychological capital of people with spinal cord injury. The results of the data analysis confirmed the research hypothesis. To explain the finding and confirm the research hypothesis, the vocational rehabilitation program in this study was based on Lent & Brown's social cognitive theory. Since the interventions designed included concepts such as desirability, aptitude, ability, value, goals, and self-efficacy, therefore, tests of identification of desirability, aptitude, ability, values, goals, and feedback were provided. The results of these tests helped the participants gain new insights into their careers in the first four sessions of the training. In other words, training sessions lead to increased vocational self-awareness in the disabled person. In a way that participants with spinal cord injury got a brighter, richer, and more favorable perspective on themselves and their abilities, and find that despite their limitations, they also have talents and abilities and can achieve the desired mental performance by setting the right and attainable goal that was addressed in the seventh session. Also, paying attention to the positive attributes of people with a disability provided them with the strength to be able to take advantage of these positive attributes, to redress their weaknesses and disabilities actively, and to believe that they are not useless. Instead, they will have a significant role in society through their employment. Another point is that vocational rehabilitation is the process of assisting people with disabilities to take a step toward employment and then find a job that is appropriate and in line with their abilities. In other words, through vocational rehabilitation, there is coordination between the characteristics of the disabled and the working conditions. Therefore, in the sixth session, after trying to identify the characteristics of the disabled, they sought to help them become familiar with job search methods appropriate to their particular circumstances. Also, by gaining information about existing jobs, the specific employment laws regarding the disabled, and introducing their support resources, in addition to enhancing their sense of self-sufficiency and self-efficacy for employment, their psychological capital is strengthened.

From this study, it can be concluded that using the vocational rehabilitation program can increase the psychological capital of people with spinal cord injury.

Ethical Considerations

This study has an Ethical Code IR.UI.REC.1398.192 from University of Isfahan

Conflict of Interest

Authors do not have a conflict of interest

Author's Contribution

In this article, Samira al-Sadat Badakhshan conducted questionnaires and training sessions also analyzed data, and Fatemeh Samiee did the initial

idea of the study, establish training sessions, writing the manuscript, sending and tracking it.

Applicable Remarks

This study was performed to improve the employment status of people with spinal cord injury and to increase their psychological capital and change their lifestyle.

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