

# Family Resilience as a Predictor of Graduate Employability: Exploring the Role of Psychological Capital

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**Abstract**—This study investigates the influence of family resilience on graduate employability, emphasizing the mediating role of psychological capital (PsyCap). In the modern labor market, employability is not solely determined by academic qualifications but also by personal and contextual resources. Family resilience, the family's capacity to adapt and recover from stress is proposed to provide emotional and motivational support that enhances an individual's psychological capital, including hope, efficacy, resilience, and optimism. Drawing upon the Conservation of Resources theory, this research explores how family resilience contributes to the development of PsyCap, which, in turn, fosters employability competencies. Data collected from 100 recent graduates across engineering, management, and social sciences programs were analyzed using structural equation modeling. Results reveal that family resilience significantly predicts graduate employability, both directly and indirectly through PsyCap. The findings highlight the importance of strengthening family-based support systems and integrating psychological capital training into higher education curricula to enhance students' employability potential.

**Index Terms**—Family resilience, Graduate employability, psychological capital, Higher education, Resource-based perspective.

## I. INTRODUCTION

In today's competitive and unpredictable job market, employability has emerged as a key outcome of higher education. Beyond technical knowledge, employers increasingly seek graduates with emotional stability, adaptability, and self-efficacy. The concept of family resilience, a family's ability to withstand and recover from adversity offers a contextual foundation for such employability skills. Family systems theory suggests that resilient families transmit coping mechanisms,

optimism, and adaptability to their members (Walsh, 2016). These attributes align closely with the constructs of psychological capital (PsyCap), a positive psychological state characterized by hope, efficacy, resilience, and optimism (Luthans et al., 2007). The study looks at how strong family support systems help students become more employable, and how a student's mindset and inner strengths mediate (explain) this effect

## II. LITERATURE REVIEW

### 2.1 Family Resilience

Family resilience refers to dynamic processes that enable families to cope successfully with challenges (Walsh, 2016). It encompasses communication, adaptability, cohesion, and shared belief systems.

### 2.2 Graduate Employability

Graduate employability encompasses a set of achievements, understandings, and personal attributes that make graduates more likely to gain employment and succeed in their chosen occupations (Yorke, 2006)

### 2.3 Psychological Capital

Psychological capital (PsyCap) is a higher-order construct or a set of positive mental traits comprising hope, efficacy, resilience, and optimism (Luthans et al., 2007).

### 2.4 Linking Family Resilience, PsyCap, and Employability

According to Conservation of Resources (COR) theory (Hobfoll, 2002), resources are gained and preserved through supportive systems such as family networks

### III. OBJECTIVES OF THE STUDY AND HYPOTHESIS

- 1 To examine the relationship between family resilience and graduate employability.
- 2 To explore the mediating role of psychological capital between family resilience and employability.
- 3 To provide policy recommendations for integrating family and psychological resources into employability enhancement programs.

#### Hypotheses:

- H1: Family resilience positively influences employability.  
H2: Family resilience positively influences psychological capital.  
H3: Psychological capital mediates the relationship between family resilience and employability.

### IV. THEORETICAL BACKGROUND

The theoretical foundation of this paper is grounded in two key frameworks:

- Family Systems Theory
- Psychological Capital Theory.

Family Systems Theory (Walsh, 2003) posits that families operate as interconnected systems capable of adapting to stress and adversity. Resilient families display cohesion, adaptability, and effective communication, which foster emotional regulation and problem-solving skills in their members. These family-level strengths shape an individual's psychological functioning, especially during transitions such as graduation and job-seeking.

Psychological Capital Theory (Luthans et al., 2007) conceptualizes PsyCap as a positive psychological state characterized by self-efficacy (confidence in success), optimism (positive attribution), hope (goal-directed energy), and resilience (capacity to recover from adversity). These qualities have been linked to performance, motivation, and well-being across contexts. In the employability domain, PsyCap supports adaptability, perseverance, and confidence during the transition to the labor market.

#### Theoretical Propositions

- P1: Family resilience positively influences graduate employability.  
P2: Family resilience positively influences

psychological capital.

P3: Psychological capital positively influences graduate employability.

P4: Psychological capital mediates the relationship between family resilience and graduate employability.

P5: The strength of this mediation may vary based on contextual factors such as socioeconomic background and cultural values.

#### Conceptual Framework

The conceptual framework integrates both theories, proposing that family resilience influences graduate employability both directly and indirectly through psychological capital. The dual-path model suggests that resilient families directly instill employability-related traits (such as perseverance and adaptability) while simultaneously nurturing psychological capital that further enhances employability.

### V. METHODOLOGY

#### 5.1 Research Design

A quantitative, cross-sectional design was adopted for the research design.

#### 5.2 Sample

The study included 100 participants preferably graduates/.final year students (2025 and 2026 from engineering, management, and social sciences disciplines across Bangalore.

#### 5.3 Instruments

Family Resilience Scale (FRS), Psychological Capital Questionnaire (PCQ-20), and Graduate Employability Scale (GES) were used.

#### 5.4 Data Analysis

Descriptive statistics, correlation analysis, and structural equation modeling (SEM) were performed.

### VI. RESULTS AND DISCUSSION

#### 6.1 Correlation Analysis

Family resilience showed a strong positive correlation with psychological capital and employability.

#### 6.2 Structural Equation Modeling

Family resilience significantly predicted psychological capital and employability. PsyCap also had a strong effect on employability.

6.3 Discussion

The findings underscore that resilient families act as developmental incubators for employability-related competencies. The findings underscore that resilient families nurture emotional stability and optimism, enhancing employability through PsyCap. This

supports prior findings by Luthans et al. (2007) and Ngoma & Ntale (2021), emphasizing the psychosocial origins of career adaptability. Family-driven psychological resources are thus essential for preparing graduates to handle workplace challenges.

3. In our family, we believe that challenges make us stronger

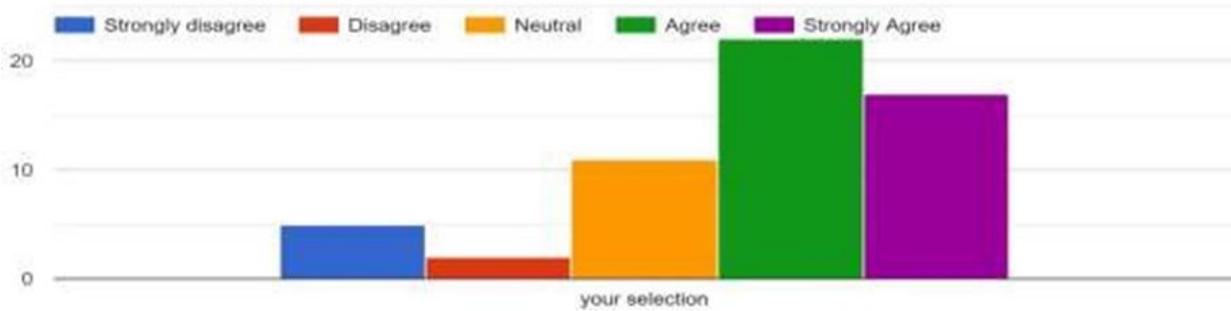


Fig. (1.1)

13. I believe I can achieve success despite difficulties

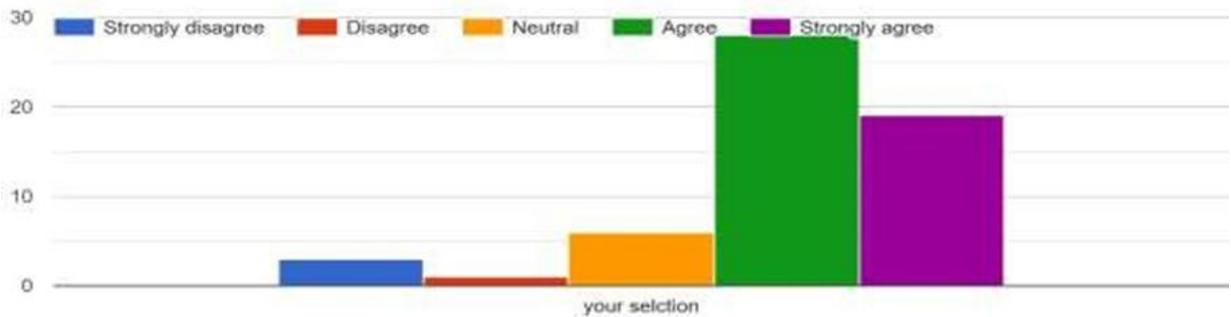


Fig. (1.2)

20. The family resilience has helped/will help me to find a better job.

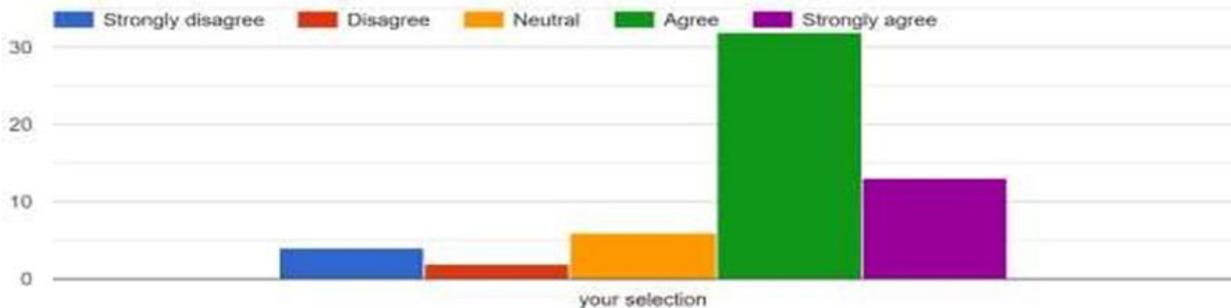


Fig.(1.3)

## VII. IMPLICATIONS

### 7.1 Theoretical Implications

This study contributes to employability literature by introducing family resilience as a novel antecedent. Theoretically, it bridges family and organizational psychology by integrating resilience and psychological capital in employability discourse.

### 7.2 Practical Implications.

This conceptual framework offers several implications for management and education. Practically, it suggests that educational institutions should engage families in supporting students' career development. Universities should include family engagement workshops and PsyCap training in career programs. Policymakers can design interventions that address both individual and systemic resilience to enhance national employability outcomes.

## VIII. CONCLUSION

Family resilience plays a pivotal role in shaping graduates' employability by enhancing their psychological capital. This study emphasizes that employability is not merely an individual achievement but a systemic outcome influenced by familial and psychological resources. Supportive and adaptable families help students build psychological strength, which in turn makes them more employable.

This paper presents a dual-path theoretical model linking family resilience and graduate employability through psychological capital. The proposed relationships extend employability research by emphasizing socio-psychological determinants beyond academic skills. Future research should empirically validate the model using diverse cultural and institutional contexts to strengthen its applicability in global higher education and workforce development

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