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# THE MEDIATING EFFECT OF POSITIVE PSYCHOLOGICAL CAPITAL IN DETERMINING THE TYPES OF LEISURE ACTIVITIES OF ETHICAL CLIMATE: AN APPLICATION AT KARAMANOĞLU MEHMETBEY UNIVERSITY

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## Abstract

**Objective:** In this study, it was aimed to determine the relationship of ethical climate with the mediating effect of positive psychological capital in determining the types of leisure activities.
**Methodology:** In the research study, the survey technique method was applied to obtain the data. The study group selected with voluntary participation within the scope of the accessibility principle in the survey study consists of a total of 505 students, 286 of whom are male(56.6%) and 219 of whom are female (43.4%), studying at the University of Karaman.
**Originality:** Although there are studies in the literature showing the relationship between ethical climate and positive psychology capital, there has not been a study aimed at determining the types of recreation along with these concepts.
**Results:** results show that ethical climate had a negative and insignificant effect on the types of leisure activities and a positive and significant effect on positive psychological capitalinterms of students studying at the university. Positive psychological capital has been found to have a positive and significant effect on leisure time activity types. It was determined that the mediating effect between positive psychological capital, ethical climate and leisure time activity types was positive and significant.
**Theoretical/methodological contributions:** When people are encouraged to engage in leisure activities, both their quality of life will increase and their psychological capital will strengthen. The ethical climate is an ecosystem for experiencing this organizational change. The aim of this study is to show the mediating effect of psychological capital to increase participation in leisure activities.

**Keywords:** Psychological capital. Ethical climate. Leisure activity. Sport.

## Cite como

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# O EFEITO MEDIADOR DO CAPITAL PSICOLÓGICO POSITIVO NA DETERMINAÇÃO DOS TIPOS DE ATIVIDADES DE LAZER DO CLIMA ÉTICO: UMA APLICAÇÃO NA KARAMANOĞLU MEHMETBEY UNIVERSITY


## Resumo

**Objetivo do estudo:** Neste estudo, objetivou-se determinar a relação do clima ético com o efeito mediador do capital psicológico positivo na determinação dos tipos de atividades de lazer.
**Metodologia:** No estudo de pesquisa, o método da técnica de pesquisa foi aplicado para obter os dados. O grupo de estudo selecionado com participação voluntária no âmbito do princípio da acessibilidade no estudo de inquérito é constituído por um total de 505 alunos, dos quais 286 são do sexo masculino (56,6%) e 219 do sexo feminino (43,4%), a estudar na Universidade de Karaman.
**Originalidade/Relevância:** Embora existam na literatura estudos que mostrem a relação entre clima ético e capital de psicologia positiva, não há um estudo que vise determinar os tipos de recreação junto a esses conceitos.
**Principais resultados:** os resultados mostram que o clima ético teve um efeito negativo e insignificante sobre os tipos de atividades de lazer e um efeito positivo e significativo sobre o capital psicológico positivo em termos de estudantes universitários. Verificou-se que o capital psicológico positivo tem um efeito positivo e significativo nos tipos de atividades de lazer. Foi determinado que o efeito mediador entre capital psicológico positivo, clima ético e tipos de atividades de lazer foi positivo e significativo.
**Contribuições teóricas/metodológicas:** Quando as pessoas são incentivadas a se envolver em atividades de lazer, sua qualidade de vida aumentará e seu capital psicológico será fortalecido. O clima ético é um ecossistema para vivenciar essa mudança organizacional. O objetivo deste estudo é mostrar o efeito mediador do capital psicológico para aumentar a participação em atividades de lazer.


**Palavras-chave:** Capital psicológico. Clima ético. Atividade de lazer. Esporte.

# EL EFECTO MEDIADOR DEL CAPITAL PSICOLÓGICO POSITIVO EN LA DETERMINACIÓN DE LOS TIPOS DE ACTIVIDADES DE OCIO DEL CLIMA ÉTICO: UNA APLICACIÓN EN LA UNIVERSIDAD KARAMANOĞLU MEHMETBEY


## Resumen

**Objetivo:** En este estudio se tuvo como objetivo determinar la relación del clima ético con el efecto mediador del capital psicológico positivo en la determinación de los tipos de actividades de ocio.
**Metodología:** En el estudio de investigación se aplicó el método de la técnica de la encuesta para la obtención de los datos. El grupo de estudio seleccionado con participación voluntaria en el ámbito del principio de accesibilidad en el estudio de la encuesta está formado por un total de 505 estudiantes, de los cuales 286 son hombres (56,6%) y 219 mujeres (43,4%), que estudian en la Universidad de Karamán.
**Originalidad:** Si bien existen estudios en la literatura que muestran la relación entre el clima ético y el capital de la psicología positiva, no ha habido un estudio dirigido a determinar los tipos de recreación junto con estos conceptos.
**Resultados:** los resultados muestran que el clima ético tuvo un efecto negativo e insignificante en los tipos de actividades de ocio y un efecto positivo y significativo en el capital psicológico positivo de los estudiantes universitarios. Se ha encontrado que el capital psicológico positivo tiene un efecto positivo y significativo en los tipos de actividades de tiempo libre. Se determinó que el efecto mediador entre el capital psicológico positivo, el clima ético y los tipos de actividades de tiempo libre fue positivo y significativo.
**Aportaciones teóricas/metodológicas:** Cuando se anima a las personas a realizar actividades de ocio, tanto su calidad de vida aumenta como su capital psicológico se fortalece. El clima ético es un ecosistema para vivir este cambio organizacional. El objetivo de este estudio es mostrar el efecto mediador del capital psicológico para aumentar la participación en actividades de ocio.


**Palabras clave:** Capital psicológico. Clima ético. Actividad de ocio. Deporte.

## Introduction

Mental health of employees in the business world having a competitive information economy is important in terms of job satisfaction. Therefore, managers had to increase the job satisfaction of employees. It is important for managers to provide the psychological and social capital of employees through better humanitarian practices through mental health (Cao et.al., 2022).

Previous studies have shown that leisure physical activities have reduced various chronic diseases and mortality rates, improved quality of life and life satisfaction, and increased life hope (Rodrigues et al, 2022).

Ethical climate is a perception that employees know whether they have written rules about what is right or wrong. Ethical climate is considered as a part of organizational culture (Naiyananont and Smuthranond,2017). Positive psychological capital has an important place in daily life. Optimistic perspective and intrinsic motivation in the elderly positively support coping with daily events, health development and psychological well-being. Self-efficacy, healthy aging, and positive social relations play an important role in adults who do physical activities and eat healthily (Lee et al., 2020).

The foundations of the concept of positive psychological capital are based on positive psychology. Positive psychology can be grouped under three headings; a-positive experiences, that is, how can I do better next time?, b-based on the positive personality theme, c-people and experiences need to be handled socially. Therefore, positive psychology needs positive communities and positive institutions (Seligman and Csikszentmihalyi, 2000). Therefore, this study emphasizes that in a sense, employees should turn to recreational activities in order to increase the quality and psychological capital in their work and private lives. At the same time, he is researching which recreational activities he should participate in according to his own personality characteristics.

Organizational culture is realized differently in organizations where there is an ethical climate. Therefore, it is expected that there will also be differences in evaluating leisure activities.

Ethical climate is one of the most important components of organizational culture in which it affects organizational policies today. The ethical climate strengthens job satisfaction and organizational commitment-necessary for employee happiness. Employees want to achieve organizational goals in a fairly formed ethical climate (Elçi et al., 2015). The issue of

organizational burnout and motivation is also frequently investigated among the topics of organizational behavior. Ethical climate is the most important variable in the working environment of nurses working in previous studies. Ethical climate results in organizational burnout in nurses as a result of the findings found in the relationship between moral pressure and perceived ethical climate and inability to see the value they deserve (Silen et.al, 2012).

The ethical climate is seen as an organizational culture and the perspective of employees is changing. In institutions with a good organizational culture, employees work for a long time and performatively. It is a condition supported by the positive psychological capital brought by the organizational culture in recreational activities. Recreational activities should be planned for the formation of positive psychological capital.

## Theoretical framework

Ethics is a working climate that includes standards, organizational procedures and decision-making norms in the climate (Martin and Cullen, 2006). There are three types of ethical climates: benevolence, egoism, and principle. Ethical climate is important for employees within the organization's widespread value system. Ethical climate shows the values, practices and procedures of organizations that reflect their moral behaviors and attitudes (Cullen et al., 2003).

Organizational culture is a concept that improves the performance of the organization, increases organizational commitment among employees, and increases innovation and job satisfaction. Positive ethical climate is linked to positive work behavior, mental health, performance and high job satisfaction (Teymoori et al., 2022).

Ethical climate is a concept that adds value to the organization and also affects the leadership model. Ethical climate is an issue related to ethical leadership, employee values and sustainability. Values in the external environment of employees affect employee motivation, leadership model, sustainable performance and shareholders (Dey et al., 2022). Ethical climate determines the behavioral attitudes and behavioral intentions of employees, and these concepts are the mediating variables in organizational identity and organizational commitment (Teresi et al., 2019).

It is important for employees to have positive psychological capital for their institutions in terms of organizational culture. Ethical climate is the perception of employees about organizational procedures, policies and practices related to moral consequences. The work

environment created by the ethical climate is the positive thoughts of employees about their workplaces in the perception of predictable and controllable (Mulki, Lassk, 2019). Ethical climate determines the right paths in issues such as fair wage, morality, and change intention handled by organizations thanks to ethical items (Fein et al., 2021). The positive atmosphere of the workplace leads to an increase or decrease in bad behaviors in the organization together with organizational justice. Therefore, perceived justice in employees leads to improving ethical behaviors by increasing psychological happiness in the workplace and positive spiritual atmosphere in the workplace (Haldorai et al., 2020). Ethical climate does not develop through narcissistic behaviors and affects the positive atmosphere in the workplace negatively (Lata and Chaudhary, 2022). Those who work on problem solving and decision-making issues are on a quest in their institutions. So ethical climate increases the value of the organization and the performance of the organization in terms of employees and is considered as a step that will affect the structure and mechanisms of the organization. Ethical climate is created by giving priority to ethical values in the face of problems perceived by the employees of the organization. The extent to which organizational conditions allow ethical decisions should be addressed (Faramarzpour et al.,2021). Ethical climate is also seen as an organizational culture and a relationship is established between it and job leaving intention (Galvez and Herrer,2021).

Recreational activities are mostly done at leisure, and include sports and exercise activities, cultural activities, and outdoor activities. Recreational activities include social activities and similar activities and are carried out to add pleasure, joy, entertainment and meaning to our lives. Participation in recreational activities is for the purpose of health and happiness, and it; -provides opportunities for social interaction by supporting social satisfaction and building relationships, -recharges you by helping in relaxation, -can improve the quality of life by participating in valuable activities, -increases physiological and cognitive functions, -increases connection to local communities and social bonds (Petersen et.al, 2021). Outdoor recreations are about people's daily lives and are a part of many people's lives depending on their quality of life. Therefore, since recreational activities are an important issue, there is a need to plan recreational opportunities especially in the coastal region (Hansen et al., 2021). Positive psychological capital bases come from positive organizational behavior. There are measurable indicators of positive psychological capital. These are (Luthans, 2002):

1. Self-efficacy: one's confidence that one can do one's job on a particular subject, a-performance process; participation, effort, perseverance, b-talents; mastery

experiences, indirect learning/modeling, social persuasion, physiological/psychological arousal.

2. Hope: It depicts the person who sets goals, determines how to reach them and motivates himself to achieve them, that is, has willpower and technical intelligence. -The belief that things will get better, -the concept of new organizational behavior with acceptable performance indicators, -the measurability of indicators such as target expectations, perceived control, self-esteem, positive emotions and coping, success.
3. Optimism: As in Seligman's view of bad events; external, uncontrollable private events are viewed optimisticly and generally interpreted as being optimistic and motivated.
4. Subjective well-being: how they evaluate their cognitive process and their lives on the basis of a sense of happiness, shows their state of satisfaction with their lives. –beyond demographic variables, when and why people get happy. –life satisfaction and its positive effect in important areas such as the workplace lead to subjective well-being job satisfaction, but the opposite is not definitely true.
5. Emotional intelligence: one's capacity to recognize and manage one's own and others' emotions, self-awareness, self-motivation, empathy, and social skills. -emotional intelligence is one of the popular topics, -one of the multiple types of intelligence, -IQ gives you the job, EQ promotes you.

Beyond human and social capital, psychological capital is fundamentally based on who you are, beyond what or who you know. Capital for its competitive advantage: it consists of the stages of traditional economic capital(what do we have?), human capital (what do we know?), social capital(who do we know?), positive psychology capital (who are we?). Four psychological capital capacities; self-efficacy, hope, optimism and sustainability characteristics can be measured and managed with business performance that is open to development and more effective. For developing psychological capital; 1.Mastery experiences and performance gains to build a sense of trust. 2. It facilitates learning and increases trust without experiencing it in person thanks to indirectly learned experiences or modeling. 3. Reputable competent people can help to increase trust with the social persuasion method. 4. People's physical and psychological well-being increases their contribution to self-confidence and psychological capital (Luthans et al., 2004).

Since psychological capital is developable and has measurable criteria, applications such as a web-based development and measurement model can be used(Luthans et al., 2008). Psychological capital helps to determine the negative effects of emotions in public employees, but also reduces the disruptive effects of stressors (Borst and Blom, 2021).

Participation in leisure activities makes people happy by choosing one of the options rather than having to. Intrinsic motivation is based on the development of positive emotions, especially with participation in activities (Dattilo, 2015).

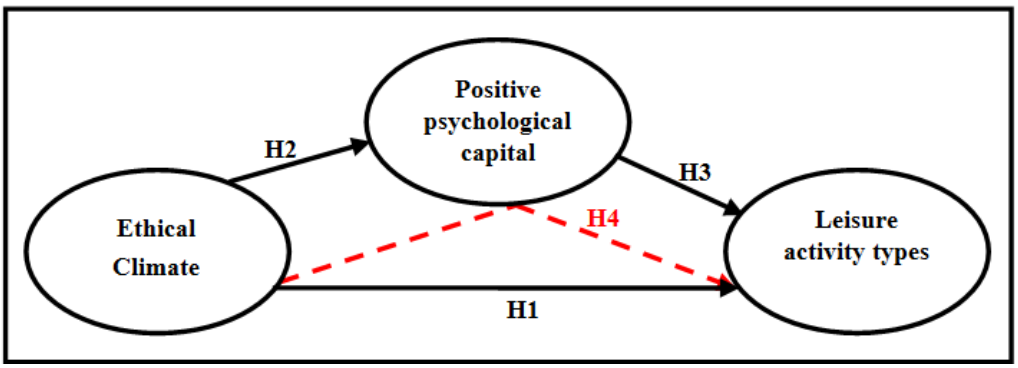
Although theory and practice constitute the source of psychological capital, the effect of change and learning on performance is investigated according to the conditions. It is necessary to consider personality traits as well as basic components of psychological capital. A motivational factor called "core trust" can be included in the key components of psychological capital. Psychological capital studies have shown that it has a mediating role between the fight against stress, its role in facilitating organizational change, organizational climate and employee performance (Luthans et.al, 2010).

## Determining and Drawing the Intermediate Research Model, Forming Hypotheses (H1, H2, H3 and H4) About the Research

The mediated research model, which consists of ethical climate, positive psychological capital and leisure time activity types variables and is the subject of the research, was drawn manually by using the data in the panel bars on the computer and presented as in Figure 1 below.

**Figure 1.**

*Mediated Research Model to be Tested*



As seen above, the Ethical climate variable in the mediated research model presented in Figure 4 is the independent variable. The variables of positive psychological capital (mediator)and leisure time activity types are dependent variables. In the relevant mediated research model to be tested, the effect of ethical climate on leisure activity types, the mediating role of positive psychological capital, which is the mediator between these two variables, and the effect of the mediating variable (positive psychological capital) on determining leisure activity types are examined in terms of students studying at the university.

Based on the mediated research model created from one independent and two dependent variables and illustrated in Figure 4; in the light of the data obtained from ***505 (N=505)*** subjects, the hypotheses ***(H1, H2, H3 and H4),*** which we want to reach acceptance/rejection, significant/insignificant effect results as a result of the tests and analyzes of the mediated research model, were formed as follows:

In the study conducted by Teymoori et al. (2022), positive ethical climate is associated with positive work behavior and mental health and performance. Based on Dattilo (2015) positive psychology-based theory, participation in leisure activities is related to each other.

***H1:Ethical climate positively affects the types of leisure activities.***

In the study conducted by Teresi et al. (2019), it was found that the psychological bonds (such as organizational identity and organizational commitment) with the organization were determinant in the reactions of employees to different ethical climates. According to the study conducted by Uygungil and İşcan (2018), positive psychological capital was found to have a significant positive effect on organizational commitment.

***H2:Ethical climate positively affects positive psychological capital***

According to Luthans et al. (2004) people's physical and psychological well-being increases self-confidence and contributes to psychological capital. In a study conducted on nurses, Silen et al. (2012) found that positive psychology creates a positive ethical climate of capital. It was observed that nurses stay longer in their current positions as more positive than ethical climate studies conducted in the field of nursing.

***H3:Positive psychological capital positively affects the types of leisure activities.***

Unlike the research conducted in the literature, we would like to determine the effect of ethical climate on determining the types of leisure activities *(only in the context of forming our H4 hypothesis)* on the mediating role of positive psychological capital and conclude it.

***H4:Positive psychological capital mediates the relationship between ethical climate and leisure time activity types.***

## Methodology

### *Importance, purpose and scope of the research*

Importance of the research; In this study, the mediating role of positive psychological capital in determining the types of leisure activities of ethical climate of students studying at the university was investigated. Thanks to this study, students studying at the university are asked to participate in more recreational activities. By determining the types of leisure activities, students can choose activities that are more suitable for them.

The aim of the research is to increase the academic and emotional development of the students participating in recreation activities. The effect of the mediating role of positive psychological capital in determining the recreation types of ethical climate of the students studying at the university in Karaman province was investigated.*4* hypotheses were developed regarding our research. In this sense, the questionnaire, which was prepared in *4 sections*, was applied to a total of *505* students studying and educating at KMU by using the Google search engine.

The scope of the research; Before starting the research study, the necessary application was made in writing to the Scientific Research and Publication Ethics Committee of KMU through the Institute of Social Sciences of Karamanoğlu Mehmetbey University for the ethics committee report on the questionnaire and resources to be used in data collection. As a result of the application, an ethics committee report was obtained from the Scientific Research and Publication Ethics Committee of KMU with the *decision dated 06.01.2022 and numbered 12-24*. Based on this ethics committee report, the research studies were started and the study was completed on *15.03.2022*.

The survey subject to the research was uploaded to the relevant field in the Google search engine and started to be applied. The research questionnaire in question was completed by those who wanted to participate voluntarily. In addition, the participants who wanted to participate voluntarily in the survey were informed that the match and participation were voluntary before participating in the survey. In addition, the participants were informed in the survey that they would not be asked for any information about their identity information, that the survey data would not be used for any purpose other than the scientific study in question, and that the survey data obtained would not be transferred to third parties. After the questionnaires related to the research were uploaded to the relevant areas of the Google search

engine and filled by the volunteer participants, the data transfer from the search engine was carried out by the research team after reaching the sufficient number of subjects.

### *Research methodology*

Survey technique was used as a data collection tool in the research study. In this research, the scale developed by *Emül and Demirel (2018)* to measure ethical climate perceptions in the institution, the scale developed by *Aydın (2012*) to measure the leisure time activities of university students, and the scale developed by Çınar *(2011*) to measure the positive psychological capital of the employees in the organization were used as data collection tools.

The questionnaire form prepared for the purpose of the research study consists of a total of *3 sections* and *45* questions, the question about ethical climate (7 items), about determining the types of leisure time activities (14 items) and about positive psychological capital (24 items), which should be answered by considering the current situation, not the situation that students studying at the university should be. In addition, the participants were asked to select the most appropriate option from the options from *1* to *5* in the 5-point Likert-type questionnaire, which is included in the questionnaire form requested to be filled on a voluntary basis. The evaluation options in the study questionnaire form are listed as follows.*"1=Strongly disagree", "2=Disagree","3=Neutral","4=Agree", "5=Strongly agree".*

In the university located in Karaman, our survey study was completed by continuing *69*days. The survey questionnaire, which was uploaded to the relevant area of the Google search engine, was filled out with the voluntary participation of the students studying at the university and *505* of them *(100%)* were used in the tests and analyses related to the research. In the light of the data obtained from the subjects as a result of the survey, the use of *program for SEM based analysis* was included in the test and analysis of the research measurement model.

### *Demographic characteristics*

The subject of the research consists of demographic information consisting of 9 questions included in the survey form from participants who voluntarily participated in the survey. Table 1 regarding the demographic information obtained from the participants is presented below.

**Table 1.**

*Table of Findings Regarding the Demographic Characteristics of the Participants*

| DEMOGRAPHIC VARIABLES | | N | % | DEMOGRAPHIC VARIABLES | | N | % |
|---|---|---|---|---|---|---|---|
| Gender status | Man | 286 | 56,6 | Your mother's attitude towards you | Overly free | 49 | 9,7 |
| | Woman | 219 | 43,4 | | Normal | 269 | 53,3 |
| Age status | 18-25 Age | 296 | 58,6 | | Overprotective | 120 | 23,8 |
| | 26-30 Age | 126 | 25,0 | | Authoritarian | 50 | 9,9 |
| | 31- 35 Age | 53 | 10,5 | | Irrelevant | 17 | 3,4 |
| | 36 Age and above | 30 | 5,9 | Your father's attitude towards you | Overly free | 29 | 5,7 |
| Education status | High school | 76 | 15 | | Normal | 241 | 47,7 |
| | Associate degree | 134 | 26,5 | | Overprotective | 129 | 25,5 |
| | License | 241 | 47,7 | | Authoritarian | 74 | 14,7 |
| | Graduate | 54 | 10,7 | | Irrelevant | 32 | 6,3 |
| The section you are reading | Recreation | 96 | 19 | Family income level | ₺2.500-₺3.000 | 91 | 18,0 |
| | High school of physical Education and sports | 72 | 14,3 | | ₺3.001-₺6.000 | 162 | 32,1 |
| | Business | 72 | 14,3 | | ₺6.001-₺10.000 | 148 | 29,3 |
| | Economy | 64 | 12,7 | | ₺10.001-₺15.000 | 82 | 16,2 |
| | Political Science and puplic administration | 41 | 8,1 | | ₺15.000 and above | 22 | 4,4 |
| | History | 31 | 6,1 | Your mother's Educational status | Primary | 150 | 29,7 |
| | Sociology | 22 | 4,4 | | Secondary | 187 | 37,0 |
| | Philosophy | 14 | 2,8 | | License | 119 | 23,6 |
| | Basic Islamic sciences | 8 | 1,6 | | Graduate | 49 | 9,7 |
| | New media | 14 | 2,8 | Your father's Educational status | Primary | 128 | 25,3 |
| | Turkish language and literature | 14 | 2,8 | | Secondary | 191 | 37,8 |
| | Other sections | 57 | 11,3 | | License | 153 | 30,3 |
| | | | | | Graduate | 33 | 6,5 |

According to the demographic information presented in the Table above, the participants were men in terms of gender status **(56.6%)**, 18-25 age group in terms of age status **(58.6%)**, undergraduate level in terms of education level **(47.7%)**, recreation department in terms of the department they studied **(19.0%)**, normal in terms of their mother's behavioral attitude **(53.3%)**, normal in terms of their father's behavioral attitude **(47.7%)**, in terms of their family's economic levels ₺3.001-₺6.000 **(32,1%)**, it was found that their mothers attended secondary school the most in terms of educational status **(37.0%)** and their fathers attended the most in terms of educational status **(37.8%)**.

## Results

In the light of the obtained data, the general name of multifactorial statistical analyses, which are formed by combining factor and regression analyses recently preferred in testing

measurement models that cover mostly observed and hidden variables, is defined as structural equation modeling (Gürbüz ve Şahin, 2018). It can be said that the structural equation model is a statistical technique used to determine the correlation relationship between latent and observed variables. It is known that the structural equation model is used by students and researchers studying in social sciences and many different disciplines.

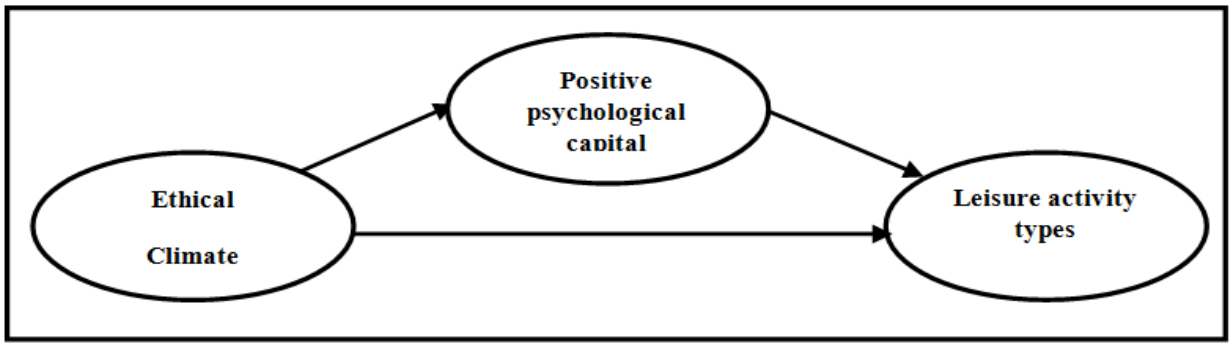
In the SEMbased analyses, it is emphasized that it is important to conduct tests and analyzes in a certain order and to reach the compliance goodness index threshold values in order to reach healthy and accurate results. On the contrary, it is not possible to determine the accuracy of the inaccurate goodness of fit threshold values, the results showing the acceptance or rejection of the fictional hypotheses, and the accuracy of the research measurement model in the context of the theoretical structure. In this context, the testing and analysis stages of the program on the basis of SEM can be stated as determining the mediated research model and constructing hypotheses, creating the DFA measurement model, defining the measurement model, ensuring the theoretical validity and reliability of the DFA measurement model, determining and reporting the impact relationship of the **“ c, c', a** and **b"** path diagrams of the mediated structural model and the hypotheses related to these impact relationships **(H1, H2, H3** and **H4).**

### *Determination and drawing of the research model*

It is thought that ethical climate, positive psychological capital and leisure time affect the types of activities, and positive psychological capital affect the types of leisure activities. Based on this fictionalization, the research model showing the effect status of the implicit variables of ethical climate, positive psychological capital and leisure time activity types is presented in Figure 2 as shown below by using the data on the relevant panels of the computer and drawing them manually.

**Figure2.**

*Research Model*

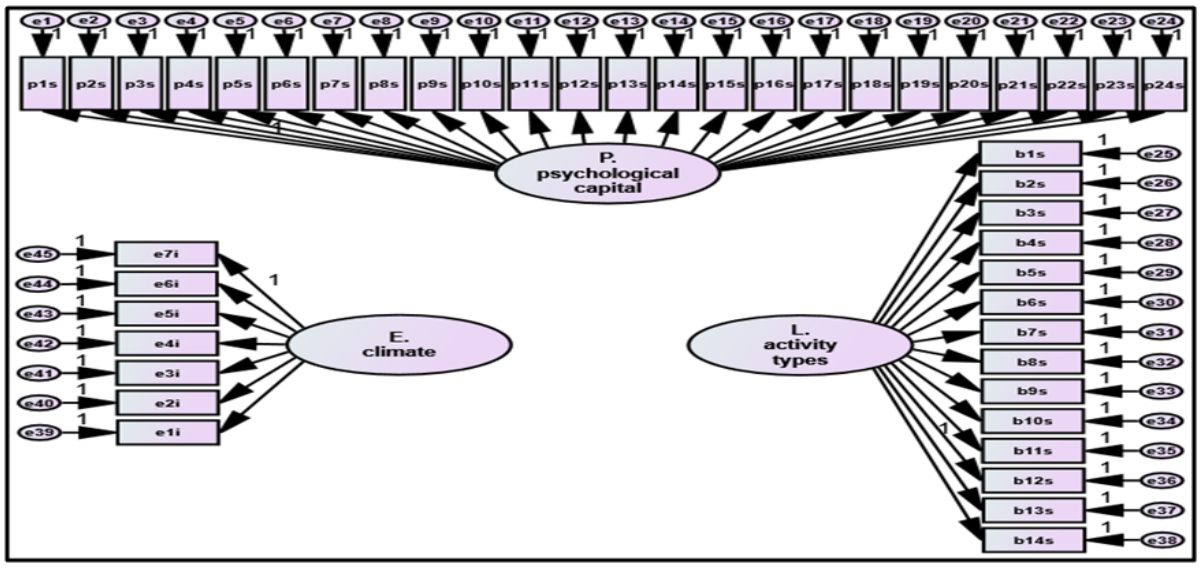



In the research model in Figure 2, which is the subject of the study and consists of implicit variables, ethical climate is the independent variable, positive psychological capital and leisure time activity type is the dependent implicit variable. In addition, it is seen that the positive psychological capital variable is in the mediator role.

The drawings of ethical climate measurement model 1*(7 Items)*, positive psychological capital measurement model 2*(24 Items) and* leisure activity types measurement model 3*(14* Items), which are the factors of the research model in Figure 3 consisting of three implicit variables, were carried out separately on the basis of the SEM of the program and Figure 3 is presented below.

**Figure 3.**

*Single-Factor Ethical Climate Measurement Model 1, Single-Factor PositivePsychological Capital Measurement Model 2 and Leisure Activity Types Measurement Model 3*



## Creating and defining the First Level Multifactor DFA measurement model and determining and reporting its theoretical accuracy

As shown in Figure 3 above, the measurement model 1, 2, 3 and the first level multifactorial DFA measurement model consisting of 3 correlations representing the effect between the observed variables of these variables and error variances and variables were drawn on the basis of the SEM.

The DFA measurement model drawn in the relevant program was tested and analyzed on the basis of SEM. As a result of the tests and analyzes carried out on the DFA measurement model, it was determined that the DFA measurement model was highly definedwhenthe condition of *(DF>0 and a>b)* isprovided between the known variables *(a)*,unknown variables *(b)* and degree of freedom *(DF)* in the DFA measurement model.

There are many goodness of fit indices used to determine the theoretical accuracy of DFA measurement models that are tested and analyzed on the basis of SEM. Table 2 showing some goodness of fit index and threshold values used in feed-based analysis is shown below (Gürbüz, 2021).

**Table 2.**

*Absolute Fit Indices and Threshold Values Table*

| ***Indexes*** | ***Good fit*** | ***Acceptably Compliant*** |
|---|---|---|
| ***X²/df*** | *X²/df<3well fit* | *3< X²/df<5 acceptable fit* |
| ***RMSEA*** | *RMSEA<.05 well fit* | *RMSEA<.08 acceptable fit* |
| ***SRMR*** | *SRMR<.05 well fit* | *SRMR<.08 acceptable fit* |
| ***CFI*** | *CFI>.95 well fit* | *CFI >.90 acceptable fit* |
| ***NNFI/TLI*** | *NNFI/TLI>.95 well fit* | *NNFI/TLI>.90 acceptable fit* |
| ***IFI*** | *IFI>.95 well fit* | *IFI>.90 acceptable fit* |

In determining the theoretical accuracy of DFA measurement models, in the context of the goodness of fit index and threshold values obtained from the relevant program as a result of the test, evaluating more than one goodness of fit index and threshold values provides more accurate and positive results. As a result of the tests and analyzes of the DFA measurement model drawn on the basis of SEM, the DFA measurement model is presented in Table 1, the goodness of fit index and threshold values X²/df*(2.88)*, *RMSEA (.061)* and SRMR*(.050)*, CFI *(.845)*and IFI *(.846)* index values were not found to be within the goodness of fit index and

threshold values. However, it was determined that the *(p)* value of the data values shown in the covariance and variance tables was all significant.

ML and GLS calculation methods are used and the sample size is *(N>250)*. In the test and research analysis made on the basis of SEM, it is recommended to report the theoretical accuracy of the relevant measurement model by looking at $X^2$ and its *(p)*value, $X^2$/df, CFI, SRMR and RMSEA goodness of fit indexes (Gürbüz, 2021). Based on this suggestion, since CFI and IFI index values are not between the compliance goodness index threshold value and values in order to ensure the accuracy of DFA measurement model in the context of theoretical structure,factor load deletion and covariance drawing applications were performed on the relevant model in the context of model development and model correction.

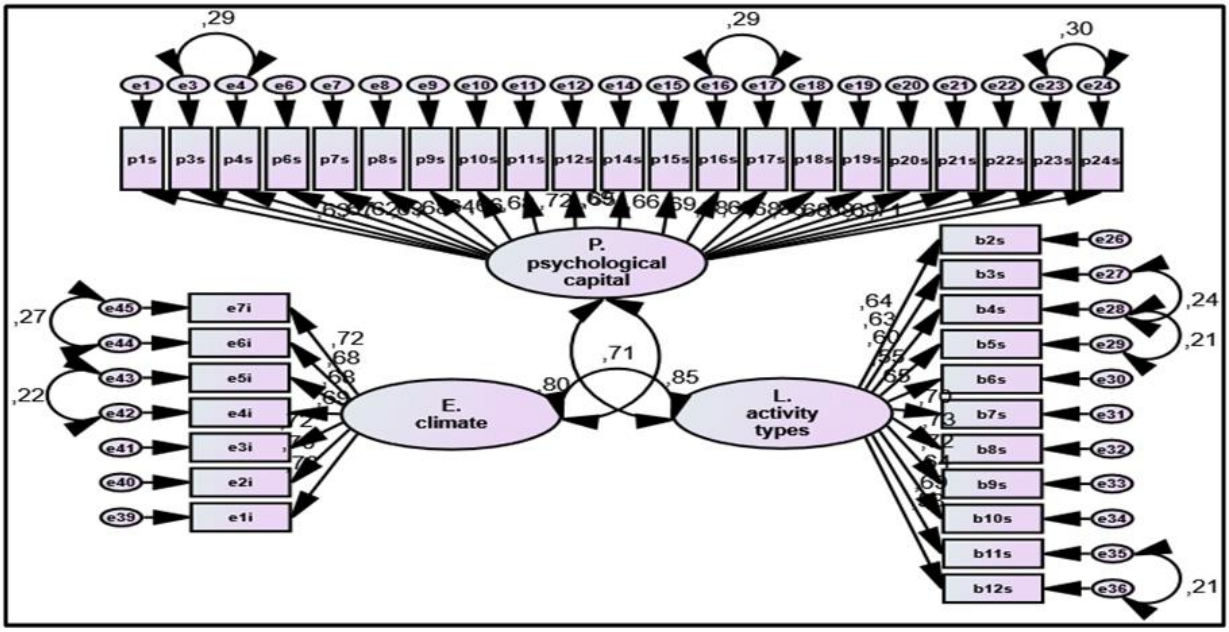
On the DFA measurement model tested and analyzed, in the context of model development and correction, since factor loads (p2s), *(p5s)*and*(p13s)* in the positive psychological capital measurement model and factor loads *(b1s)*, *(b13s)*and *(b14s)* in the leisure time activity types measurement model did not provide the condition of*(factor load>.50)*, they were deleted. Covariance plots were made in error variances in ethical climate measurement model*(e42-e43)*and *(e44-e45)*, error variances in positive psychological capital measurement model *(e3-e4) (e16-e17)* and *(e23-e24)* and error variances in leisure activity types measurement model *(e27-e28), (e28-e29) and (e35-e36).*

After the necessary deletion and correction operations were performed on the factor loads and error variances in the variables in the DFA measurement model, the measurement model was re-tested. Using the first level multifactorial DFA measurement model ML *(Maximum Likelihood)*calculation method, as a result of the tests and analyzes made for the second time, it was seen thatthe values in the tables taken as data output from the program and shown under the title of regression weights, the *(p)* values shown in the variance and covariance tables were all significant. The goodness of fit index values in the tables under the title of model fit summary were found to be***($X^2$[691 N=505]=1671.753; p<.01; $X^2$/sd=2.419; SRMR =.042, RMSEA=.053; CFI=.906, IFI=.906)*.** The first level multifactorial CFA measurement model in Table 2 was found to be well fit and acceptable in terms of goodness of fit index and threshold value. From this determination

the DFA measurement model was confirmed. As a result of the test and the results obtained, the first level multifactorial DFA measurement model obtained as data output from the relevant program and the coefficient values of the model are presented below.

**Figure 4.**

*First Level Multifactorial DFA Measurement Model*




## Performing the calculations related to the combined/structure reliability and separation validity of the DFA Measurement Model and reporting them

The definitions of the expressions used in the calculations of **CR**, **AVE**, **MSV** and **ASV** values, which explain whether the variables in the first level multifactorial DFA measurement model presented in Figure 4 above have combination/structure reliability and decomposition validity, are shown below (Gürbüz, 2021):

***CR*** *(Composite/consruct reliability)* ***CR>.70:*** *The factor has structure reliability.*

***AVE*** *(Avarage variance extracted)* ***AVE>.50:****The factor has combination reliability*

***MSV*** *(Maximum squared variance)* ***ASV*** *(Average shared square variance)*

***CR>AVE MSV<AVE ASV<AVE √AVE> Correlation between factors***

Validity of DFA measurement model factors regarding combined/structure reliability ***(CR, AVE: AVE>.50; CR>.70; CR>AVE)*** and decomposition validity are determined according to whether the values obtained ***(AVE, MSV and ASV: MSV <AVE; ASV<AVE; √AVE>Inter-factor correlation)*** as a result of the calculations. In this context, as a result of the SEM based analysis of the DFA measurement model, the composite/structure reliability

validity ***(CR, AVE)*** and decomposition validity ***(AVE, MSV and ASV)*** of the factors in the DFA measurement model were calculated by adhering to the values in the table of standardized regression weights and correlation values taken as output from the program. As a result of the calculations, the combined/structure reliability validity ***(CR, AVE) and*** decomposition validity ***(AVE, MSV and ASV)*** values of the factors in the DFA measurement model are presented below in Table 3.

**Table 3.**

*Reliability, Validity, Correlation and √AVE Values Table of the factors in the DFA MeasurementModel*

| Factors/Variables | CR | AVE | mSv. | ASV | 1 | 2 | 3 |
|---|---|---|---|---|---|---|---|
| *Leisure activities* | .89 | .42 | .64 | .57 | (.65) | | |
| *Ethical Climate* | .88 | .50 | .72 | .61 | .71 | (.71) | |
| *Positive Psychological Capital* | .95 | .63 | .72 | .68 | .80 | .85 | (.79) |

***Note:*** *In parentheses (.65), (.71) and (.79) values belong to √AVE.*

The results obtained from the analysis and evaluations of the factors in the first level multifactorial CFA measurement model presented in Figure 3 on the values shown in Table 3 regarding the combined/structure reliability validity ***(CR, AVE)*** and decomposition validity***(AVE, MSV and ASV)*** are as follows:

It is seen that from the DFA measurement model variables, ethical climate***(CR:.88; AVE:.5008)*** and positive psychological capital variable ***(CR:.95; AVE:.63)***values are higher than**CR**values ***(.70)***. In this context, as both variables provide the condition of (***AVE>.50; CR>AVE)*** in terms of **CR** values (***CR>.70)*** *and* ***AVE*** values, it has been determined that ethical climate and positive psychological capital variables have a combined/structure reliability validity. However, it is seen that the leisure activity types variable ***(CR:.89; AVE:.42)*** is higher than***CR*** values ***(.70)*** and it provides the condition of (***CR>.70; CR>AVE)***. It was determined that***AVE***values of this variable was lower than***(.50)*** and did not provide the condition of (***AVE>.50)***. In the context of these determinations, it was determined that the leisure activity types factor did not have a combined/structure reliability validity.

It is seen that the ethical climate in the DFA measurement model has the values ***(MSV:.72; ASV:61 and √AVE:.71)***, positive psychological capital has the values ***(MSV:.72;***

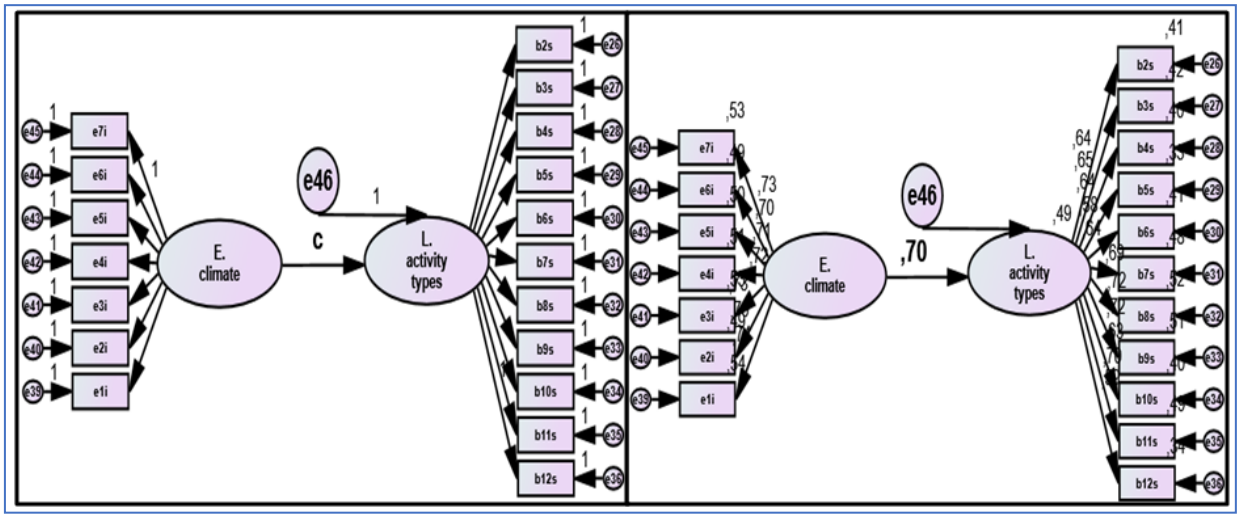
***ASV:68 and √AVE:.79)*** and leisure activity types variables have the values ***(MSV:.64; ASV:57 and √AVE:.65)***. In the context of these values, since all three variables did not meet the condition of (***MSV<AVE, ASV< Ave and √AVE> Inter-factor correlation)***, it was determined that there was no decomposition validity in the three variables.

**Testing and Analysing the Model Related to the *"c"* Path of the Mediated Structural Model by Drawing**

In the context of the mediated research model; the drawing of the path diagram, which is among the independent variable ethical climate ***(7 items)*** and dependent variable leisure activity types (***11 items)*** and expressed as the ***"c"*** path *(Ethical climate→ Leisure activity types)*, was carried out **on the basis of the SEM of the program**. The model drawn in the relevant program is presented in Figure 5 below. The **"c"** path diagram shown in themodel in Figure 5 shows the relationship between ethical climate and leisure activity types. It also expresses the ***H1*** hypothesis.

**Figure 5.**

***" C "*** *Path and Standardized Path Diagram View of Mediated Structural Model*




In the context of the mediated research model, the model created in the relevant program, expressed as the ***" c "***path diagram and shown in Figure 5, was tested and analyzed on the basis of SEM. As a result of the tests and analyzes, the standardized coefficient value of the ***" c "*** path diagram obtained as data from the program was found to be ***(.70)***In parallel with this determination, as a result of the test, it was determined that the value ***(p)*** regarding the ***" c "*** path obtained as data from the table in the relevant program was significant. The program output related to this ***" c "*** path and ***(p)*** value is presented in Table 4 below. Based on this

determination, it is seen that ethical climate predicts leisure activity types ***(β=.70;p< .01)***. In this context, it was concluded that ethical climate and leisure time activity types were positively and significantly affected in terms of the standardized coefficient value of the " **c** " path diagram. In this case, it was seen that the **H1** hypothesis was supported.

**Table 4.**

***The (p) Value Of The "C" Path*** *Where The Effect of Ethical Climate on Leisure Time Activity Types is Shown*

| Factors/Variables | Estimate | S.E. | C.R. | P | Label |
|---|---|---|---|---|---|
| **Leisure Activity Types <--- Ethical climate** | ,562 | ,054 | 10,497 | *** | **c** |

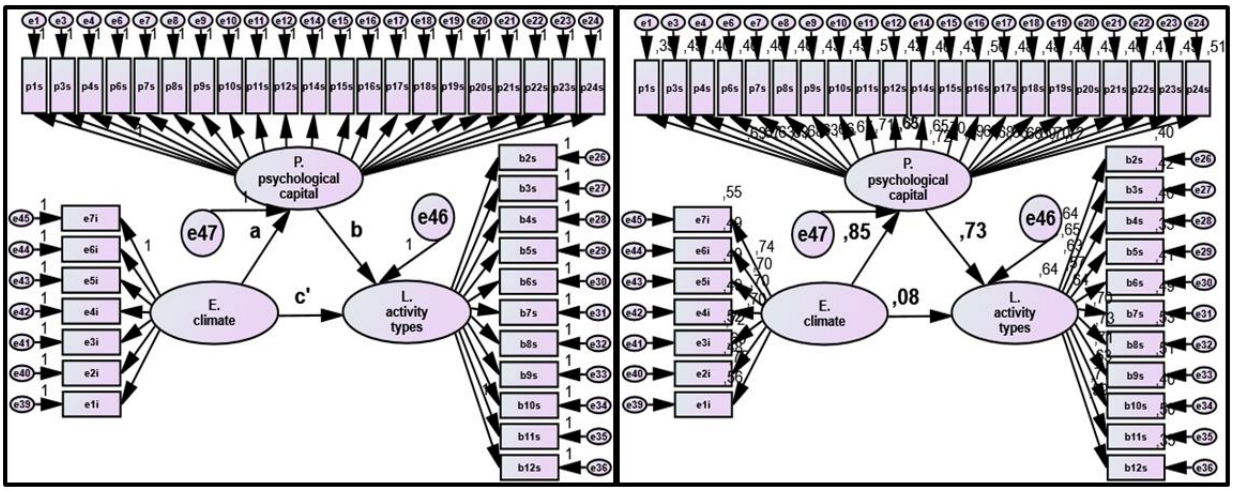
In Figure 5, the ***" c "*** path diagram, which is expressed as the **"c "** path and tested and analyzed on the basis of SEM, is expressed as the ***"c' "*** path diagram on the mediated structural model shown in Figure 6, in which all three variables are included together. In parallel with this statement; both of the path diagram expressed as the ***" c "*** path in Figure 5 above and the ***"c' "*** path in Figure 6 below also express the **H1**hypothesis. In this sense, it is considered that it is an important issue not to be overlooked in order to understand the tests and analyzes carried out in the later stages of the research.

## Performing Testing and Analysis and Reporting by Drawing the Model with *" c', a and b"* Paths of the Mediated Structural Model

In the sense of determining the acceptance and rejection results of the hypotheses**(H1, H2, H3 and H4)**formed on the mediated research model, the drawing of the mediated structural model was carried out on the basis of SEM, as independent variable ethical climate **(7 items)**, leisure activity types **(11 items)** and positive psychological capital **(21 items)**. The mediated structural model, which was drawn on the basis of SEM, was tested and analyzed. As a result of these tests and analyzes, "**a**, ***b, c' "***paths obtained as data output on the basis of SEM are expressed, standardized path coefficients and independent variable ethical climate and explanatory powers are presented in Figure 6 below.

**Figure 6**.

*" **C', a** and **B** " Path, Standardized Path Diagrams and Explanatory Difficulties Rate Status of Mediated Structural Model*




As a result of the tests and analyzes of the mediated structural model presented in Figure 6, the significance status of the ***(p)*** values of the ***" a, b and c' "***paths obtained as output from the relevant program is presented below in Table 5.

**Table 5.**

*Significance Status of The "**A, B And C' "** Paths **(P)** Values of The Mediated Structural Model İn Figure 6*

| Factors/Variables | Estimate | S.E | CR | P | Label |
|---|---|---|---|---|---|
| Positive psychological capital<--Ethical climate | ,756 | ,059 | 12,825 | *** | a |
| ***Leisure activity types<--Ethical climate*** | ***,066*** | ***,061*** | ***1,077*** | ***,282*** | ***c'*** |
| Leisure activit types<--Positive psychological capital | ,653 | ,0867 | ,607 | *** | b |

Analyses were made on the standardized path diagram coefficients shown in Figure 6 and given in Table 5 regarding the mediated structural model subjected to the test. As a result of the analysis, it was found that the standardized path coefficient value was (***β=.08; p< .01***). At the same time, it was determined that the ***(p)*** values in Table 5, which show the effect relationship between both variables, had an insignificant and negative effect. As a result of the determination, it was determined that the ethical climate did not predict the types of leisure activities (***β=.08; p< .01***). In this case, it was seen that the **H1** hypothesis was rejected.

In the context of understanding the tests and analyzes made; **It should not be overlooked that the H1 hypothesis is supported**, since the ethical climate presented in Figure 5 above was determined as a standardized path coefficient value **(β=.70; p< .01)**, in the sense of **"c"** path, on leisure activity types.

**Table 6.**

*Standardized Total, Direct and Indirect Effects of the Mediated Structural Model in Figure 6*

| Effect States | Standardized Total Effects | | | Standardized Direct Effects | | | Standardized Indirect Effects | | |
|---|---|---|---|---|---|---|---|---|---|
| Factors / Variables | E. Climate | P.P. Ser. | B.Z.E. Type | E. Climate | P, P Ser. | B. Z. E. Type | E. Climate | P. P. Ser. | B. Z. E. Type |
| P. P. Capital | ***,846*** | ,000 | ,000 | ***,846 (a)*** | ,000 | ,000 | ,000 | ,000 | ,000 |
| B.Z.E. Types | ***,698*** | ***,728*** | ,000 | ***,082 (c')*** | ***,728(b)*** | ,000 | ***,616 (b)*** | ,000 | ,000 |

As a result of the analysis made on the data in the mediated structural model in Figure 6 and Table 6; it was determined that ethical climate has a standardized path coefficient value ***(β=.85; p<.01)*** in the sense of "a" path on positive psychological capital.At the same time, in Table 5, which shows the effect relationship between both variables, it was determined that the value of ***(p)*** had a significant and positive effect. As a result of the determination, it was found that ethical climate predicted positive psychological capital (***β=.85, p <0.01***). In this case, the **H2** hypothesis was found to be supported. Table 6 above, in the mediated structural model presented in Figure 6, it was determined that the ethical climate independent variable explained ***72% ($R^2$: explanatory power)*** of the change in the positive psychological capital variable.

As seen in Figure 6 and Table 5 of the mediated structural model, it was determined that the positive psychological capital, in the sense of the ***"b"***path on the types of leisure time activity, has a standardized path coefficient value(***β=.73; p<.01***). In addition, in Table 5, where the effect relationship between both variables is shown, it was determined that the value of ***(p)*** had a significant and positive effect. As a result of the determination, it was found that positive psychological capital predicted the types of leisure activities (***β=.73; p<.01***). In this case, it was seen that the **H3** hypothesis was supported.

In order to determine the effect of positive psychological capital on the mediator role between ethical climate and leisure time activity types on the mediated structural model

presented in Figure 6, the findings obtained from the SEM basis were brought together and presented in Table 7 as follows.

**Table 7.**

*Standardized Lower and Upper **(GA)** Values and Percentage Explanation Ratios of the Mediated Structural Model **(H4)** in Figure 6*

| Explanation Power States of Variables | Standardized Indirect Effects | | | Standardized Indirect Effects-Lower Bounds (PC) | | | Standardized Indirect Effects-Upper Bounds (PC) | | | Variance $R^2$ Ratio |
|---|---|---|---|---|---|---|---|---|---|---|
| **Variables** | **E. Climate** | **P. P. Ser.** | **B.Z.E. Species.** | **E. Climate** | **P, P Ser.** | **B. Z. E. Species.** | **E. Climate** | **P. P. Ser.** | **B. Z. E. Species.** | **E. Climate.** |
| P. P. Capital | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ***,715(a)*** |
| B.Z.E. Types | ***,616*** | ,000 | ,000 | ***,482*** | ,000 | ,000 | ***,758*** | ,000 | ,000 | ***,638(b)*** |

As a result of the tests and analyzes made on the mediated structural model; as a result of the evaluation and examination made on the findings in Table 7, created by bringing them together:

The bootstrap method was used to determine whether positive psychological capital has a mediator role between ethical climate and leisure time activity types in the mediated structural model. As a result of the findings obtained as a result of the test, it was found that the standardized indirect effect value of ethical climate on leisure time activity types was***(.616)***, standardized indirect sub-effect value was ***(.482)*** and the standardized indirect upper effect value was ***(.758)***in terms ofconfidence interval **(CI)**values. Based on these determinations, it was found that as the standardized indirect effect value of the ethical climate on leisure time activity types ***(.616)***provided the condition ***(β=.616 95% CI[ 0.482, 0.758] )*** in terms of confidence interval. Thus, in the context of the mediating role among all three variables, it was determined that the standardized indirect effect value was at the **95%** confidence interval ***(CI)***. As a result of this determination, it was concluded that the effect of positive psychological capital variable was significant and positive in terms of mediator role between ethical climate variable and leisure time activity type variables. In this case, it was seen that the H4 hypothesis was supported. In parallel with these determinations and evaluations, as seen in Table and Figure 6, it was determined that the independent variable ethical climate in the mediated

structural model explained ***64% ($R^2$: explanatory power)*** of the change on leisure activity types through the dependent variable positive psychological capital.

Table 8 shows the results of the hypotheses (*H1, H2, H3 and H4*)formed on the mediated research model related to their the acceptance and rejection situations and drawn in figure 1.

**Table 8.**

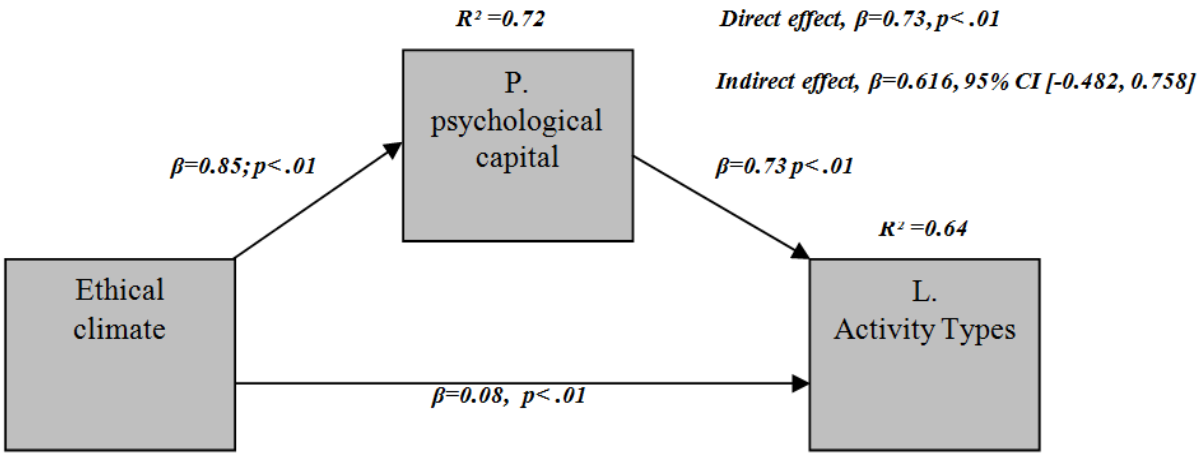
*Acceptance and Rejection Results of the Hypotheses(H1, H2, H3 and H4)Formedon the Research Study*

| ***Hypotheses*** | ***Impact (Relationship) Status Between Variables*** | ***Accept/Reject*** |
|---|---|---|
| H1(path c/except structural model) | *Ethical Climate→ Leisure Activity Types* | *Accepted* |
| H1(path c'/included in structural model) | ***Ethical Climate→ Leisure Activity Types of*** | ***Rejected*** |
| H2(path a) | *Ethical Climate→ P. P. Capital* | *Accepted* |
| H3(path b) | *P. P. Capital→ Leisure Activity Types* | *Accepted* |
| H4(path b/in case of being mediation of structural model) | *Ethical Climate→ P. P. Capital→ Leisure Activiy Types* | *Accepted* |

As a result of the tests and analyzes conducted on the basis of SEM, the variables of ethical climate, positive psychological capital and leisure time activity types, which constitute the mediated structural model, the findings and analysis results, standardized beta coefficient values and explanatory power value ratios and Confidence Interval ***(CI)*** values are presented below 7.

**Figure 7.**

*SEM Analysis Results of E. Climate, P. P. Capital and B. Z. Activity Types Variables*



## Discussion and conclusion

In the research, tests and analyzes were conducted on the mediating role of positive psychological capital in determining the types of leisure activities of ethical climate on university students. Although there are studies in the literature showing the relationship between ethical climate and positive psychology capital, there has not been a study aimed at determining the types of recreation along with these concepts.

In this research study, the hypotheses(*H1, H2, H3 and H4*) on the mediated measurement model were determined and formed. The effect of ethical climate on leisure activity types was examined. As a result of the examination, in the mediated structural measurement model, when positive psychological capital, which is the mediator, is not included in the model as shown in Figure 5 *( "c" path: Ethical climate→ Leisure activity types)*, it was determined that ethical climate had a positive and significant effect on leisure activity types. This finding is in line with the findings obtained in previous studies in the literature (Teymoori et al. 2022)**;** (Dattilo, 2015).

Positive psychological capital, which is the mediator between ethical climate and leisure activity types, was examined by including it in the mediated structural model as shown in Figure 6 *( " c' " path: Ethical climate→ Positive Psychological capital→ Leisure activity types)*. As a result of the examination, it was determined that the ethical climate had a negative and insignificant effect on the types of leisure activities. We stated in the previous statement that ethical climate had a positive and significant effect in determining leisure activity types *("c" Way: Ethical climate→ Leisure activity types)*. However, as a result of the inclusion of positive psychological capital in the mediated structural model, which is the mediator, it was determined that the positive and significant effect of the ethical climate on determining the types of leisure activities decreased with the decrease of the coefficient value at a high level. In this context, it was concluded that ethical climate had a more positive and significant effect on leisure activities when positive psychology capital was prioritized in determining leisure activity types. This result has been achieved in accordance with other studies in the context of increasing positive psychological capital and organizational commitment (Teresi et al 2019; Uygungil and İşcan;2018).

The effect of ethical climate on positive psychological capital was examined. In the examination, it was determined that ethical climate hada positive and significant effect on positive psychological capital in the sense of ***"a"***path *(Ethical climate→ Positive*

*Psychological capital)*. In addition, in parallel with this finding, it was determined that ethical climate explained (***72%)*** of the change on positive psychological capital. This finding is similar to the findings in the literature (Luthans et al.,2004).

The effect of positive psychological capital on determining the types of leisure activities was examined. As a result of the examination, it was determined that positive psychological capital had a positive and significant effect on leisure activity types in the sense of **"b"** path *(Positive psychological capital→ Leisure time activity types).* This finding is similar toother research findings (Petersen et al.2021; Dattilo 2015).

The effect of positive psychological capital, which is a mediator between ethical climate and leisure activity types, on the mediating role was examined. As a result of the examination, it was determined that positive psychological capital had a positive and significant effect on the relationship between ethical climate and leisure activity types in the context of its mediating role *(Ethical climate→ Positive Psychological capital→ Leisure time activity types)*. In addition, it was determined that ethical climate explained ***(64%)*** of the change in determining positive psychological capital and the types of leisure activities. Although it wasdirectly seen that the effect of ethical climate on leisure activity types in the sense of the ***"c"*** path *(Ethical climate→ Leisure activity types)* is positive and significant, it was not found to have a direct effect in the sense of the ***" c' "*** path *(Ethical climate→ Positive Psychological capital→ Leisure activity types)*. In this context, it was concluded that ethical climate should be the mediator of positive psychological capital, in other words, it should be included in the mediated structural model as seen in Figure 6, in order to have an effect on the types of leisure activities. Because it was determined that the indirect effect of positive psychological capital on the ethical climate on determining the types of leisure activities was positively and significantly high when positive psychological capital was the mediator to ethical climate. In addition to this explanation, in the context of considering the relationship bond on the same variables, the direct effect was found to be negative and insignificant.

In future studies, the sampling area can be expanded by keeping it different and wider, by including universities that provide education and training services in other provinces or organizations in which leisure activity types are performed. In the context of determining the effect and mediation relationship between the scales used in the study, a mediated structural equation model analysis was performed. In the sense of the impact relationship between the relevant scales, structural equation analysis or regulatory impact analysis is recommended to determine the regulatory impact relationship. At the same time, it is suggested that structural

equation model analysis (SEM), regulatory impact analysis and mediated structural model analysis can be performed by creating research models with different scales that are considered to have an impact relationship in a theoretical sense instead of one or several of the scales used in the study

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