
INFLUENCE MECHANISM OF EMOTIONAL CONTROL AND PSYCHOLOGICAL CAPITAL ON THE GROWTH OF TRANSLATION TALENTS

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Abstract

Translation is critical to diplomacy, publication and scientific research. However, there is little report on which factors that affect the growth of translators. This paper mainly analyzes the influence mechanism of emotional control and psychological capital on the growth of translation talents. The authors carried out a survey on translators from translation institutions and translation majors in universities, using the Positive PsyCap Questionnaire (PPQ), and analyzed the survey results through structural equation modeling. The results show that emotional control has a significant impact on psychological capital; psychological capital has a significant impact on cognitive learning and professionalism of translation talents; emotional control has a significant impact on the professionalism of translation talents. Therefore, it is suggested to increase the psychological capital reserve of translation talents and improve their ability of emotional control. The research results are of guiding importance to the development of the translation industry in China.

Key words: Emotional Control, Psychological Capital, Translation Talents, Influence Mechanism.

Received: 12-04-19 | Accepted: 15-10-19

INTRODUCTION

With China's continuous economic growth and the progress of the policy of opening up to the outside world, the demand for translation talents in the fields of diplomacy, scientific research, and book publishing increases continuously. In the new era, the growth of young translators is facing new challenges, such as large employment pressure and high work intensity, etc. When translators are dealing with high-intensity and high-stress translation works, their psychological changes and emotional control ability are very important for their work and life coordination and attitude adjustment.

At present, domestic and foreign researches on emotional control, psychological capital and

the growth of translation talents mostly focuses on the fields of psychology, management and education, etc. In particular, the concept of psychological capital has become a research hotspot in the field of human resources (Duarte, Palermo, & Arriaga, 2018). From the perspective of psychology, scholars mainly focus on the importance of psychological capital in personal development (Culbertson, Fullagar, & Mills, 2010), the relationship between emotional control and psychological capital (Avey, Luthans, Smith et al., 2018), and the common psychological problems of translators (Bauman, 2014), etc.; from the perspective of management, scholars have analyzed the difficulties in current translation works (Siu, Bakker, & Jiang, 2013), and the work willingness of translators (Howard, 2017); from the perspective of pedagogy, existing studies have analyzed the current development status of the translation profession (Sapiro, 2008) and the employment pressure of translation major students (Kell, Robbins, Su et al, 2018). To this

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end, based on 494 questionnaires, this paper applies structural equation model to study the influence mechanism of emotional control and psychological capital on the growth of translation talents, in the hopes of providing references for the psychological health management and healthy growth of translation talents in China.

RELATIONSHIP BETWEEN EMOTIONAL CONTROL, PSYCHOLOGICAL CAPITAL AND THE GROWTH OF TRANSLATION TALENTS

Relationship between psychological capital and emotional control

Psychological capital is a short-term psychological status exhibited under certain conditions, it is a kind of positive psychology, however, due to its extensible and susceptible characteristics, psychological capital is easily affected by real-world situations (Rook, 2006). Emotion is the reflection of an individual's attitude towards objective things. It is produced by individuals in interpersonal and social environments and has obvious social characteristics (Karatepe & Talebzadeh, 2016). Emotions and the environment can jointly affect the psychological capital, and the interaction between emotions and environment can form special psychological capital, and thus directly affecting individual's behavior and attitude (Boamah & Laschinger, 2015). Good emotional control is the behavioral intermediary and basis of psychological capital, and it can exhibit different value status under different conditions; meanwhile, psychological capital is also an external

manifestation of emotional control, which can be used to speculate about the individual's emotions.

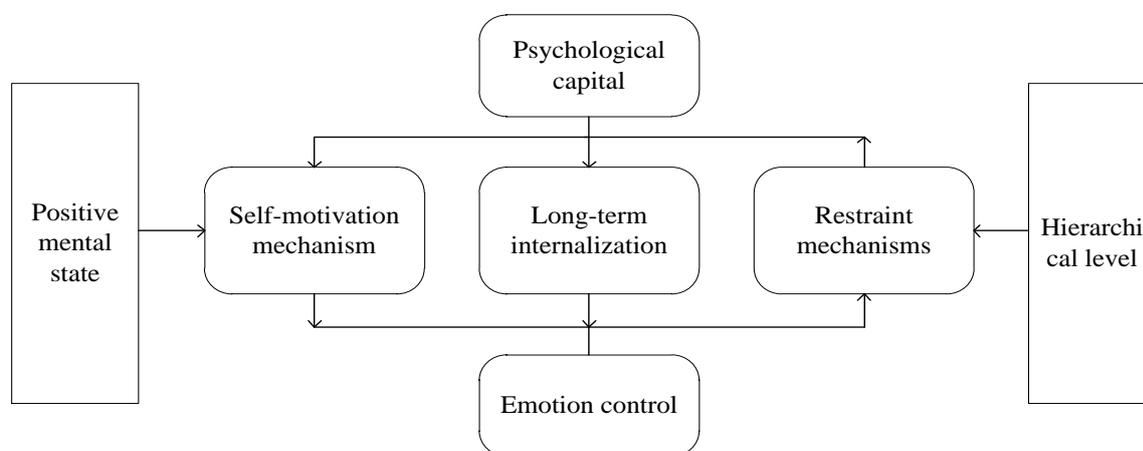
Studies have shown that the interaction between emotional control and psychological capital can jointly affect individuals' behaviors (Hou & Chen, 2011), as shown in Figure 1. Psychological capital is constrained by emotional control, good emotional control can predict the psychological capital to a certain extent, at the same time, maintaining a long-term and positive psychology can have a good impact on emotional control (Lizar, Mangundjaya, & Rachmawan, 2015).

Here we propose the hypothesis H1: the emotional control of translation talents has a positive impact on the psychological capital.

The relationship between psychological capital and the growth of translation talents

Psychological capital has a significant positive impact on the thinking, cognition, behavior, attitude, psychological quality and mental state of translation talents. Studies have shown that psychological capital can have a great impact on the employees' performance, job satisfaction, and daily citizen behavior. At present, the psychological capital research lacks the studies from the perspective of talent cultivation, but the existing studies have confirmed that psychological capital has a promotive effect on the talents' learning ability, employability and psychological health. Therefore, it can be inferred that psychological capital can mobilize the subjective enthusiasm of talents, improve their learning ability and employability, and it plays a positive role in promoting the development of the talents.

Figure 1. The mechanism of psychological capital and emotional control



Based on this, hypothesis H2 is proposed here: psychological capital has a positive impact on the growth of translation talents.

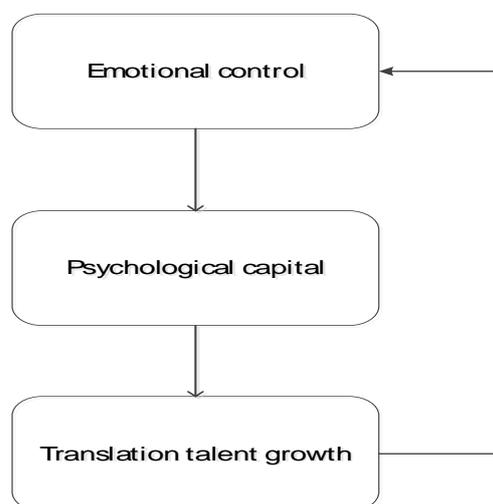
Since the talent growth indicators are divided into cognitive learning, professional ability and emotional morality in this study, the hypothesis is divided into:

H2a: Psychological capital has a positive impact on the cognitive learning of translation talents;

H2b: Psychological capital has a positive impact on the professional ability of translation talents;

H2c: Psychological capital has a positive impact on the emotional morality of translation talents.

Figure 2. Theoretical model of emotional control, psychological capital and translation talent growth



The relationship between emotional control and the growth of translation talents

Emotional control has a positive impact on translation talents in maintaining a positive psychology, bearing higher pressure, and exerting their potentials. As the complexity of current social life is increasing continuously, translation talents need to face more complex situations and higher work pressure, so a good emotional control ability can help them better coordinate the relationship among people, and between the people and the things, and maintain a good attitude, so that they can actively respond to the pressure in work and life.

Based on this, hypothesis H3 is proposed here: emotional control has a positive impact on the growth of translation talents.

H3a: Emotional control has a positive impact on the cognitive learning of translation talents.

H3b: Emotional control has a positive impact on

the professional ability of translation talents.

H3c: Emotional control has a positive impact on the emotional morality of translation talents.

Model construction

Based on the above three theoretical hypotheses, a conceptual model is established as shown in Figure 2.

H1: The emotional control of translation talents has a positive impact on psychological capital.

H2: Psychological capital has a positive impact on the growth of translation talents.

H3: Emotional control has a positive impact on the growth of translation talents.

DATA SOURCE AND VARIABLE DESCRIPTION

Data source

The data source of this study is the questionnaires filled by translators from 72 translation institutions and translation major students from 23 universities. A total of 550 questionnaires were distributed, 510 questionnaires were returned, and 494 were valid, so the return rate was 92.73%, and the effective rate was 96.86%. Among the 494 respondents, 65.79% were male and 34.21% were female; in terms of home location, 25.91% were from rural areas, 33.81% were from counties or towns, 40.28% were from cities; in terms of education level, 14.57% were junior college graduates, 59.51% were college graduates, 25.91% were postgraduates or above; about whether the respondent likes the current translation work or not, 74.70% of the respondents said they like it, 21.20% expressed an average fondness, and 4.1% of the respondents made it clear that they did not like it.

Variable description

According to the research hypotheses, this study selected a series of indicators related to psychological capital, emotional control and translation talent growth when constructing the model. See Table 2 and Table 3 for details.

This study uses a table of the average score of psychological capital to represent the overall situation of the psychological capital of translation talents, and it uses the average score of each indicator dimension to represent the level of each dimension. The basic situation of translation talents' psychological capital is shown in Table 4. The distribution of the psychological capital of translation talents is shown in Figure 3 and Figure 4.

Table 2. Translation talents' psychological capital and emotional control indicators

Variable	Variable	Variable
Psychological capital	Self-efficacy	Individuals can motivate their own motives, apply cognitive advantage and take effective action to achieve self-goal confidence.
	Hope	An active motivational state formed by an individual based on the experience of successful motivation and path intersection.
	Optimism	A characteristic of a person who makes positive expectations and positive causal attribution.
	Toughness	Resilience refers to the ability of people to self-regulate and recover in the face of setbacks, failures and stress.
Emotional control	Strong	Refers to the degree of personal control over emotions.
	General	
	Weak	

Table 3. Translation talents' growth indicators

Latent variable	Observation variable	Meaning
Cognitive learning	Professional knowledge	His own professional theory, skills and learning ability.
	Innovative thinking and ability	Use the ability of existing knowledge to innovate in the field of translation.
	Independent thinking	Give full play to the ability of subjective initiative.
Professional ability	Translation accuracy	The accuracy of the translation.
	Communication skills	The ability to communicate effectively and exchange ideas with others.
	Teamwork	Good teamwork and ability to unite others.
Emotional morality	Ideal of life	There should be lofty ideals and continuous realization of their own value in the process of implementation.
	Social responsibility	Actively assume the responsibilities entrusted by the motherland, society, organizations and individuals.
	Transplant ability	In the process of cognitive construction, individuals can overcome the constraints of narrow individual positions by standing on the positions and perspectives of others.

Table 4. Basic situation of psychological capital of translation talents

	Mean	Standard deviation	95% confidence interval of mean	Sort
Self-efficacy	3.514	0.526	3.510~3.976	2
Hope	3.501	0.483	3.451~3.517	3
Optimism	3.691	0.611	3.608~3.739	1
Resiliency	3.199	0.429	3.187~3.283	4
Psychological capital	3.476	0.402	3.449~3.501	

Figure 3. Distribution frequency of psychological capital of translation talents

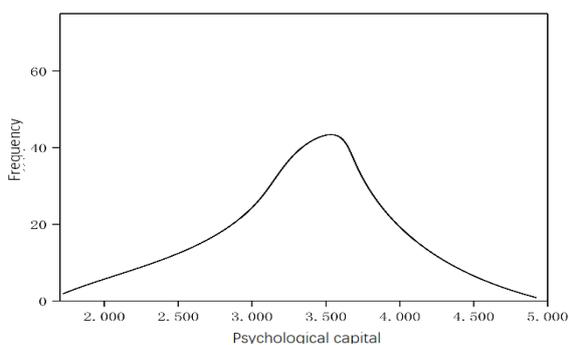
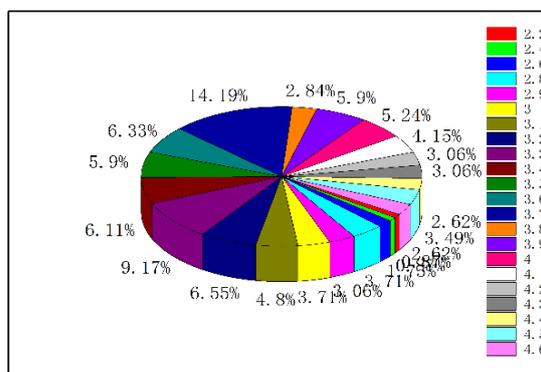


Figure 4. Distribution ratio of psychological capital of translation talents



Reliability and validity of survey data

This study used the PPQ (Positive Psychcap Questionnaire), a measuring tool that has been proven to have good reliability and validity, in the data collection. Before questionnaire distribution, we had consulted a few psychology and translation experts and the questionnaire was modified accordingly, therefore, the questionnaire has good content validity. Moreover, SPSS22.0 was adopted to check the consistency of the questionnaire, and the results showed that the KMO test coefficient was

0.793 (>0.5), the χ^2 value of the Bartlett's Test was 769.124, $P = 0.000 (<0.001)$, the structure validity of the questionnaire was good, the Cronbach's α value was 0.751 (>0.6), and the questions in the questionnaire had stable validity.

TEST OF THE STRUCTURAL EQUATION MODEL

Model fitting

In the analysis of previous paragraphs, it is found that psychological capital is a positive psychological state that has positive effects on the thinking, cognition, attitude, and behavior of translation talents. Existing studies have also verified that psychological capital has a promotive effect on the work ability and psychological health level. Psychological capital can stimulate the subjective initiative of translation talents, and enhance their professional ability and emotional morality. Emotional control is crucial for the growth of translation talents, a good emotional control ability can help them regulate themselves when facing

pressures at work, and maintaining a good attitude, so that they can face their work and life with a more positive attitude. Therefore, emotional control is closely related to the professional ability of translation talents, and the emotional control and environment can jointly affect the psychological capital, thus ultimately affecting the perception and behavior of translation talents. According to the influence of each latent variable, a structural equation model had been constructed. In the results, except for the path between emotional control and emotional morality, the coefficients of other paths were subject to the two-tailed P-value tests, and were significant at 0.001 level. The possible reason is that most of the translators have a higher education level (more than 85% of the total respondents have a bachelor or above degree), their emotional morality ability is stronger, and they are not significantly affected by emotional control. Therefore, the model is modified to obtain the model fitting path (see Figure 5) and the hypothesis test results (see Table 5).

Figure 5. Modified structural model

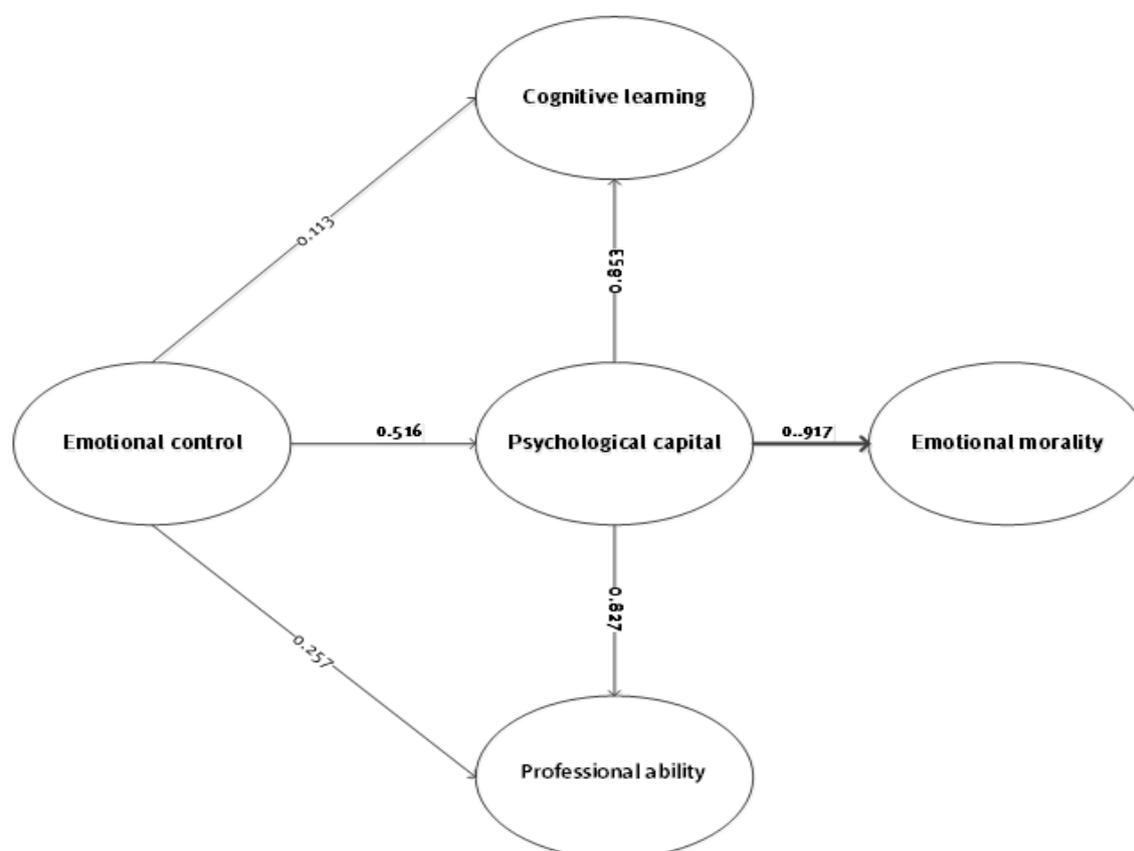


Table 5. Hypothesis test results

Hypothesis	Relational expression	Estimate	P value	Conclusion
H1	Emotional Control of Translation Talents→Psychological Capital	0.516	**	Support
H2a	Psychological Capital→Translation Talent Cognitive Learning	0.853	*	Support
H2b	Psychological Capital→Translation Talent Professional Ability	0.827	**	Support
H3a	Emotional Control of Translation Talents→Translation Cognitive Learning	0.113	0.275	Not support
H3b	Emotional Control of Translation Talents→Translation Talent Professional Ability	0.257	***	Support

Result analysis

As can be seen from Table 4, the fit of the model is good. In the model, the emotional control has a significant impact on psychological capital, which is in line with the expectation. This is because the psychological capital is determined by the individuals' long-term environment and their psychological changes. Translators with stronger emotional control ability can maintain a good attitude during long-term work and life pressure, which also helps them accumulate good psychological capital, so emotional control has a significant impact on psychological capital; psychological capital has a significant impact on the cognitive learning of translation talents, which is in line with the expectation. For translators with good psychological capital accumulation, they can continue to study and improve themselves even facing work and life pressure, so psychological capital has a significant impact on the cognitive learning of translation talents; psychological capital has a significant impact on the professional ability of translation talents, which is in line with the expectation, translation work generally has great pressure and long cycle, so a good psychological capital accumulation is conducive for the translators to cope with work pressure calmly and maintain a healthy psychology, therefore, psychological capital has a significant impact on the professional ability of translation talents; emotional control has a significant impact on the professional ability of translation talents, which is in line with the expectation, this is because translators need a good emotional control ability during their work process and maintain a stable mood, so as to facilitate their translation work; as a result, in general, translation talents' psychological capital is good and they have a sufficient psychological capital reserve; in terms of emotional control, they generally have a strong ability in handling stress, which is also related to the high-intensity and high-pressure characteristics of translation works.

Hypothesis H3a assumes that the impact of emotional control on cognitive learning of

translation talents is not significant. The possible reason is that the cognitive learning ability of translation talents is the learning ability and personal habits of individuals that are formed during their long-term learning and living, while the emotional control is greatly affected by the temporal scenario, so its impact on the individuals' habits and abilities formed during a long time is not significant, so hypothesis H3a assumes that the impact of emotional control on cognitive learning of translation talents is not significant.

CONCLUSIONS

Based on the questionnaire data, this paper applied the structural equation model to analyze the relationship between emotional control, psychological capital and the growth of translation talents, and it concluded the influence path and degree among the three, the specific conclusions are as follows:

(1) Emotional control has a significant positive impact on psychological capital, it can further enhance the emotional control ability of translation talents, help them maintain a good attitude, reserve more psychological capital, and further promote their healthy growth.

(2) Psychological capital has a significant impact on the cognitive learning and professional ability of translation talents. We should pay attention to the cultivation of the translation talents' ability in handling stress, encouraging them to further strengthen their learning and professional abilities.

(3) Emotional control has a significant impact on the professional ability of translation talents. By exercising the emotional control ability, they can enhance their ability in dealing with pressure, better face their work and life, and thereby maintaining a healthy psychology.

(4) We should establish a vision for the translation talents and guide them to set up further goals to provide an impetus for their development, so that they can overcome difficulties and solve problems with a positive attitude, appropriate

behavior and flexible methods.

(5) During the survey, a considerable proportion of translators had expressed average or obvious resistance to their current work as translators, we should provide good psychological counseling for them, so as to ensure the healthy psychology of translation talents and promote their work performance.

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