

The Role of Self-Care Behavior to Thai Traditional Medicine for Elderly: Case of Ban Dung, Udon Thani Province

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Abstract

Self care is a multi dimensional process in which a number of engagement activities are included so that the healthy functioning as well as the well being of a person can be ensured. The overall self care behavior includes three major dimensions i.e. utilization of organization's resources and support, organizational practices and self care practices. The current study has the motive to find out and explore the impact of utilization of organizational resources and support, organizational practices and self care practices on the life quality of elderly along with the mediating impact of mental life of the elderly in the organizations of Ban Dung, Udon Thai province. For research purpose, the researcher collected the data from elderly employees and 321 responses were considered for analysis. The results have suggested that the impact of organizational practices and self care practices has significant impact on the life quality of elderly but the impact of utilization of organizations support and resources does not have the significant impact in this regard. In addition, the mediating impact of mental health of elderly is significant in case of utilization of organizational resources and support and self care practices but is insignificant in case of organizational practices.

Keywords: Organizational Resources and Support, Organizational Practices, Self Care Practices, Life Quality, Mental Life, Elderly

1 Introduction

The concept of self care is generally defined as a set of various activities that provide well being to a person in one way or the other. These activities or domains might be of different types such as physical, emotional, leisure etc. (Bloomquist, Wood, Friedmeyer-Trainor, & Kim, 2015). The self care practices can be categorized into two classes i.e. professional and personal self care activities, both of which have been studied in the past (J. Lee, Forster, & Rehner, 2011). As far as professional self care activities are concerned, it includes the administrative aspects, cultural norms and the organizational practices such as work load management, project time management, and management of work stress and acquiring any support or resource that is required for self care purpose from the organization. All these aspects come under the category of professional self care. According to the literature on this topic, a definition of self care has been found, according to which self care is a multi dimensional process in which a number of engagement activities are included so that the healthy functioning as well as the well being of a person can be ensured (Dorociak, Rupert, Bryant, & Zahniser, 2017). The overall self care behavior includes three major dimensions i.e. utilization of organization's resources and support, organizational practices and self care practices. The first two dimensions are in accordance with the organization or work place and the resources, support or policies that are developed by the workplace for the purpose of self care and the last dimension refers to the personal strategies regarding self care.

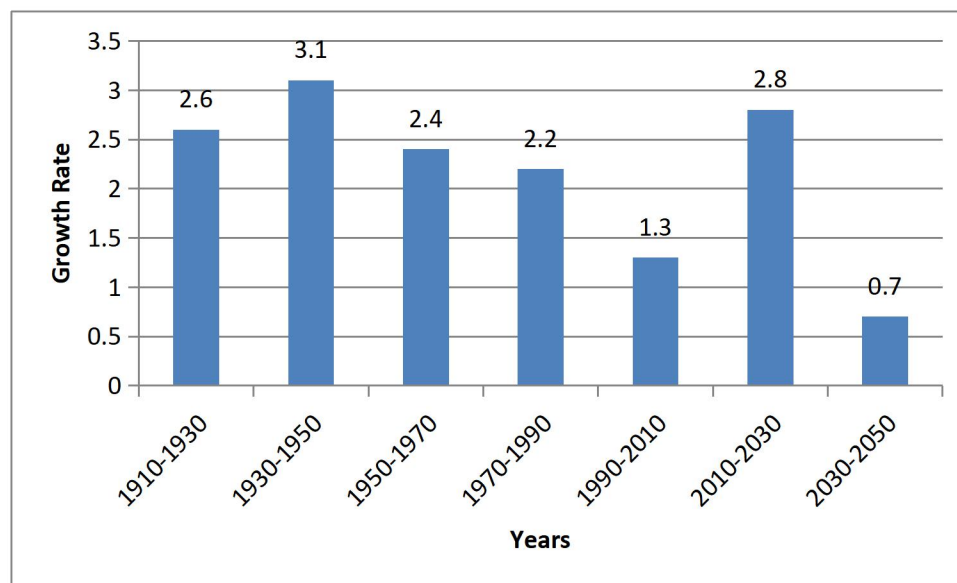
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Figure 1: Growth Rate in Elderly (%) (Census Bureau)



The professional and personal self care activities and strategies that come under the overall self care behavior enhance the mental health and thus the life quality of elderly but Ban Dung and other nearby regions are lacking in the promotion of such self care activities that is deteriorating the mental health and thus the quality of life of the elderly. Therefore, it is essential to promote these activities so that the better life quality of elderly can be ensured. In the past, there are some studies that have considered the concept of self care behavior in different contexts but there are no studies that have considered the elderly in relation with self care. Therefore, it was recommended to conduct this study to fulfill the aforementioned gap. The current study has following objectives;

- To analyze the impact of utilization of organization's resources and support on the life quality of the elderly in Ban Dung
- To analyze the impact of organizational practices on the life quality of the elderly in Ban Dung
- To analyze the impact of self care practices on the life quality of the elderly in Ban Dung
- To determine the mediating role of mental health of the elderly in the relationship between utilization of organization's resources and support, organizational practices and self care practices; and life quality of the elderly in Ban Dung

This study will be very beneficial for the organizations for the provision of several resources and support and implement the practices of self care to ensure the life quality of the elderly. It will also promote the concept of self care among people especially for the elderly.

Table 1: % of elderly and their health condition (healthpopuli.com)

Health Condition	% of Elderly
Poor Health	55%
Fair Health	51%
Good Health	39%
Very Good Health	23%
Excellent Health	25%

2 Literature Review

2.1 Impact of Utilization of Organization's Resources and Support on Life Quality of Elderly

The concept of utilization of organization's resources and support in context of self care has been studied in the past (Reisi et al., 2016a). One of such studies suggested that the support and resources from the organization might be helpful for the retention of employees in an organization and it will also assist the workers reduce their stress thus resulting in better mental health (J. Lee et al., 2011). There are a number of factors that are associated with the retention of employees at an

organization. Some of the factors include compensation and rewards, workload management, relationship with coworkers, relationship with supervisors, work stress and burnout etc. (Griffiths & Royse, 2017; Griffiths, Royse, Culver, Piescher, & Zhang, 2017; Fraser et al., 2020). The results of the study indicated that according to the workers of an organization, if the organization had provided them with support and resources related to self care, there might have been higher chances that they would have stayed in the organization (Chen, Fan, Belza, Pike, & Nguyen, 2017; Motlagh, Chaman, Sadeghi, & Eslami, 2016). Another research indicated that the aforementioned organizational factors and the bad relationships with the coworkers and supervisors put an extra stress on the workers and especially the elderly. This will ultimately lead towards the deterioration of the mental health of elderly and this will adversely impact the life quality of the elderly. Thus on the basis of literature from the past, the following hypothesis can be generated;

H 1: Utilization of organization's resources and support has significant impact on the life quality of elderly

2.2 Impact of Organizational Practices on Life Quality of Elderly

There are various practices that must be implemented in the organizations so that the mental health of the employees especially the elderly gets improved. There are various studies that have considered similar relationships in the past studies (Reisi et al., 2016b). One of these studies has discussed the barriers that might hinder such practices. According to that study, there might be different types of barriers that might hinder the self care practices and these barriers might be of different types (Schelbe, Radey, & Panisch, 2017; Ozdasli et al., 2018). As far as personal barrier is concerned, it involves that a person might get indulged in the role of a helper that the boundaries are crossed. In addition, the professional barriers suggest that the organization might think that the employees are able to perform multiple tasks tirelessly without giving proper time for self care. In the same way, there might be systematic barriers which involve organizational culture which might hinder the employees to use self care practices and only focus on the increased performance (Bettney, 2017). Therefore it is quite necessary that the organization must provide essential support and resources regarding self care so that the employees are able to overcome any kind of stress they are facing and thus get their mental health better. Some of the important practices in this regard include self awareness or self identification, better relationships with coworkers and supervisor, support from coworkers and supervisor etc. (Clemans, 2005). This discussion from the literature leads towards the following hypothesis;

H 2: Organizational practices have significant impact on the life quality of elderly

2.3 Impact of Self Care Practices on Life Quality of Elderly

As discussed earlier, there are two dimensions of self care practices i.e. professional and personal self care. The professional self care dimension has already been covered in the earlier section. The personal self care practices or activities are equally important to reduce the workplace stress (Steinlin et al., 2017). Different activities such as having good relationships with people and practicing different self care strategies such as proper sleep and breaks during work hours have been very successful to reduce the work stress and to satisfy the mental health of the workers (Brady, 2017, Bu et al., 2019). A study from the past has suggested that the use of personal self care activities not only reduce the stress in employees but also the relationships of the workers are improved with the others and this is overall helpful in providing support to each other to provide mental relief to each other (Manning-Jones, de Terte, & Stephens, 2016). In another similar study it was found out that the workers that considered them ordinary and less successful as compared to others in context of self care and those employees who did not have pleasant relationships with the other employees faced more stress as compared to others (Eastwood & Ecklund, 2008). On the other hand, there are other studies that do not show similar results and they indicate that there is no relationship between self care practices and stress reduction at all (Bober & Regehr, 2006). This suggests that there are mixed views of the researchers about this particular relationship. However, there is enough evidence in the literature that suggests that self care practices might lead towards the better life quality of elderly as they get stressed more as compared to the young. Thus the following hypothesis can be generated;

H 3: Self care practices have significant impact on the life quality of elderly

2.4 Mediating Impact of Mental Health of Elderly

There is no doubt that ageing is a natural, biological and universal concept and it has its impact on every human being turning the young into elderly (Y.-J. Lee et al., 2016; Woloshin, Rovner, & BCOP, 2019). It involves the basic changes either physical or functional, on the body of humans and this takes place as the age of the human increases. The elderly are increasing in number at extraordinary rate and according to a statistics, there are almost 740 million people in the world that are having the age more than 60 years and this number is expected to increase more in the future (Qadri et al., 2013). In the recent few years the long life has increased in people due to the economic and health related changes thus increasing the ratio of elderly in different workplaces and organizations (S. Lee & Kim, 2017; Zaben & Khalil, 2019). However, there are various issues related to old age that might arise due to different factors such as social relationships, self care and other health related problems especially mental health. These aspects might impact the quality of life of the elderly. This shows

that mental health and life quality of elderly are associated with each other and the mental health might impact the life quality of the elderly in one way or the other (E.-H. Lee, Lee, & Moon, 2016; Tapia-Fonllem, Corral-Verdugo, & Fraijo-Sing, 2017). This issue must be resolved through self care practices as well as support from the organization, they are working with. This discussion leads towards the generation of the following hypotheses;

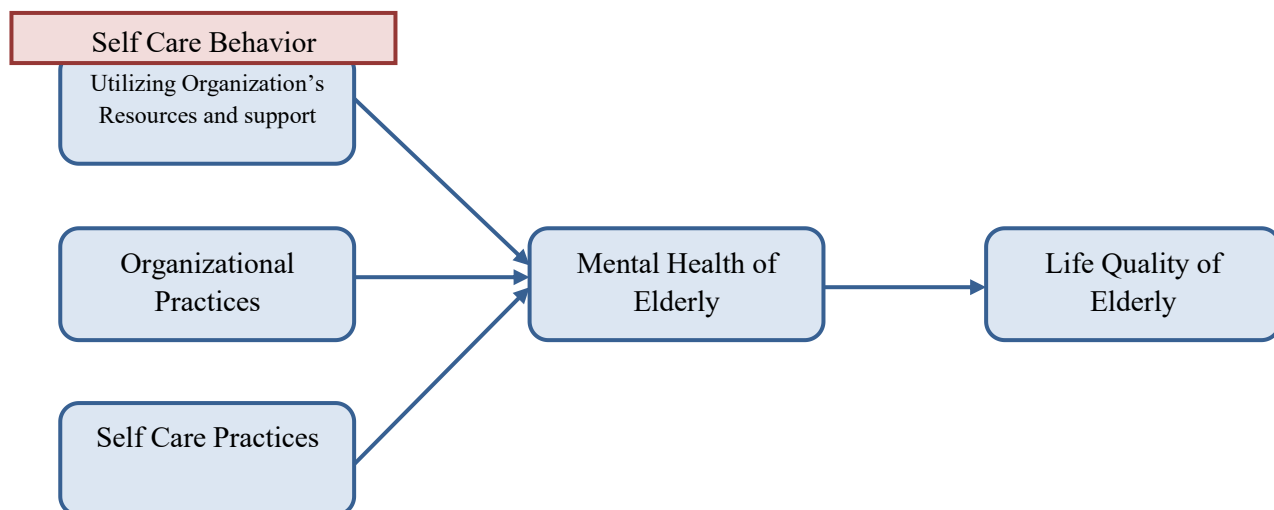
H 4: Mental health of elderly has significant mediating role in the relationship between self care behavior and life quality of elderly

H 4(a): Mental health of elderly has significant mediating role in the relationship between utilization of organization's resources and support and life quality of elderly

H 4(b): Mental health of elderly has significant mediating role in the relationship between organizational practices and life quality of elderly

H 4(c): Mental health of elderly has significant mediating role in the relationship between self care practices and life quality of elderly

Figure 2: Theoretical Framework



3 Methodology

This section contains the information about sample size, data collection process, measurement items and analysis techniques used in the study in detail.

3.1 Data Collection

The purpose of the current study is to study and analyze the impact of utilization of organization's resources and support, organizational practices and self care practices on the life quality of elderly along with the mediating impact of mental health of the elderly of Ban Dung, Udon Thai Province. For this purpose, data was collected from the elderly working in different organizations of Ban Dung, Udon Thai Province. The survey questionnaires designed for the data collection purpose were distributed among 400 respondents online and 350 responses were obtained. After screening, only 321 responses were selected to be used in the analysis and the remaining was discarded due to the possibility of bias in them. The questionnaire was designed professionally by taking care of the fact that the attention of the respondents must be gained.

3.2 Measurements

The measurement items detail of independent, dependent and mediating variables has been given. The independent variable i.e. utilization of organization's resources and support has been measured through eight measurement items, one of which is "Emergency treatment is available in case of accident in my organization". The next independent variable, organizational practices has been measured through five measurement items, sample of which is "Workers are informed

about changes in division of labor in my organization”. The last independent variable, self care practices has been measured by using ten measurement items i.e. “It is a painful and boring experience to face my daily duties in my organization”. These items have been developed by a past study (Salloum, Choi, & Stover, 2018). In the similar way, the dependent variable, life quality of elderly has been measured through five measurement items, developed in a past study (Stamm, 2010). In the last, the number of measurement items for the mediating variable, mental health of elderly is twelve and these have been developed by a past researcher in a study (Ware Jr, Kosinski, & Keller, 1996). These items have been measured on the base of five point Likert scale and the responses of the scale range from 1(strongly disagree) to 5(strongly agree).

Data Analysis

The researcher has analyzed the collected data through specialized statistical software SPSS and AMOS in the current study to obtain required and necessary information and results for the study. Major tests include SEM, CFA, validity tests etc.

4 Data Analysis

4.1 Demographics

As per demographics, the respondents included 52.3 percent males and 47.7 percent females. Additionally, the highest number of respondents i.e. 43.3 percent held the degrees of post graduation while graduated ones were only 12.1 percent. Moreover, in case of age, most of the respondents i.e. 30.2 percent had the age ranging from 41 years to 50 years and half of it i.e. 15.3 percent were above age 50. The remaining respondents were having age less than 41 years.

4.2 Descriptive Statistics

As per the descriptive statistics presented in the table 1, it can be estimated that there is no extreme value in the collected data because of the minimum and maximum values being within range. Moreover, the normality of data is also very evident as per the skewness values given in the table.

Table 2: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
SelfCPr	321	1.00	4.90	3.5461	1.10634	-.813	.136
OrginPr	321	1.00	5.00	3.4841	1.15803	-.659	.136
UtORS	321	1.00	5.00	3.5495	1.10807	-.772	.136
LifeQuE	321	1.00	5.00	3.5601	1.08301	-.846	.136
MenHE	321	1.00	5.00	3.4457	1.10586	-.615	.136
Valid N (listwise)	321						

4.3 KMO and Bartlett's Test

As per the KMO and Bartlett's test results presented in table 2, it can be suggested that the values of KMO test as well as Bartlett's test are showing favorable results. This result is derived on the basis of ideal values of both these tests as shown in the table and thus it can be stated that the responses obtained are sufficient.

Table 3: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.953
Bartlett's Test of Sphericity	Approx. Chi-Square df Sig.
	16783.570 780 .000

4.4 Rotated Component Matrix

According to the table 3 of rotated component matrix, the factor loadings associated with all the measurement items are higher than 70 percent or 0.7 which is the clear indication that these items are useful for the study and have major contribution to the variable.

Table 4: Rotated Component Matrix^a

	Component				
	1	2	3	4	5
SC1		.670			
SC2		.755			

SC3		.821		
SC4		.849		
SC5		.826		
SC6		.833		
SC7		.818		
SC8		.836		
SC9		.846		
SC10		.823		
OP1			.733	
OP2			.783	
OP3			.794	
OP4			.806	
OP5			.798	
UO1		.800		
UO2		.766		
UO3		.801		
UO4		.782		
UO5		.891		
UO6		.888		
UO7		.884		
UO8		.892		
LQ1				.779
LQ2				.800
LQ3				.801
LQ4				.810
LQ5				.789
MH1	.846			
MH2	.865			
MH3	.874			
MH4	.895			
MH5	.891			
MH6	.887			
MH7	.866			
MH8	.838			
MH9	.847			
MH10	.851			
MH11	.823			
MH12	.846			

4.5 Convergent and Discriminant Validity

The table 4 shows the results associated with the construct validities i.e. convergent and discriminant validity. The values such as composite reliability CR and average variance extract AVE show that the indicators are measuring the relevant variables well and thus the data can be used for analysis.

Table 5: Convergent and Discriminant Validity

	CR	AVE	MSV	MaxR(H)	LO	SC	OP	UO	MH
LO	0.936	0.747	0.350	0.937	0.864				
SC	0.968	0.753	0.326	0.980	0.571	0.868			
OP	0.954	0.805	0.350	0.986	0.592	0.558	0.897		
UO	0.958	0.744	0.335	0.994	0.361	0.354	0.579	0.863	
MH	0.908	0.785	0.236	0.995	0.438	0.486	0.343	0.351	0.886

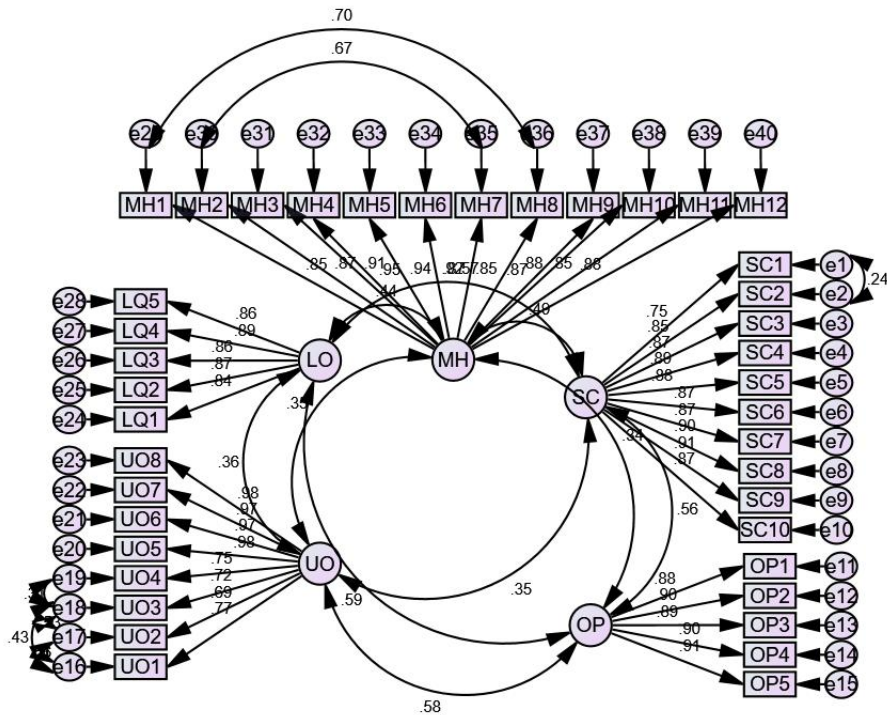
4.6 Confirmatory Factor Analysis

Confirmatory factor analysis CFA has its results presented vividly in the table 5. These results indicate that all the indicators associated with CFA i.e. CMIN/DF, GFI, CFI, IFI, RMSEA are found to be having within range values and on this basis the fitness of the theoretical model can be indicated.

Table 6: Model Fit Indices

CFA Indicators	CMIN/DF	GFI	IFI	CFI	RMSEA
Threshold Value	≤ 3	≥ 0.80	≥ 0.90	≥ 0.90	≤ 0.08
Observed Value	2.217	0.804	0.948	0.948	0.062

Figure 2: CFA



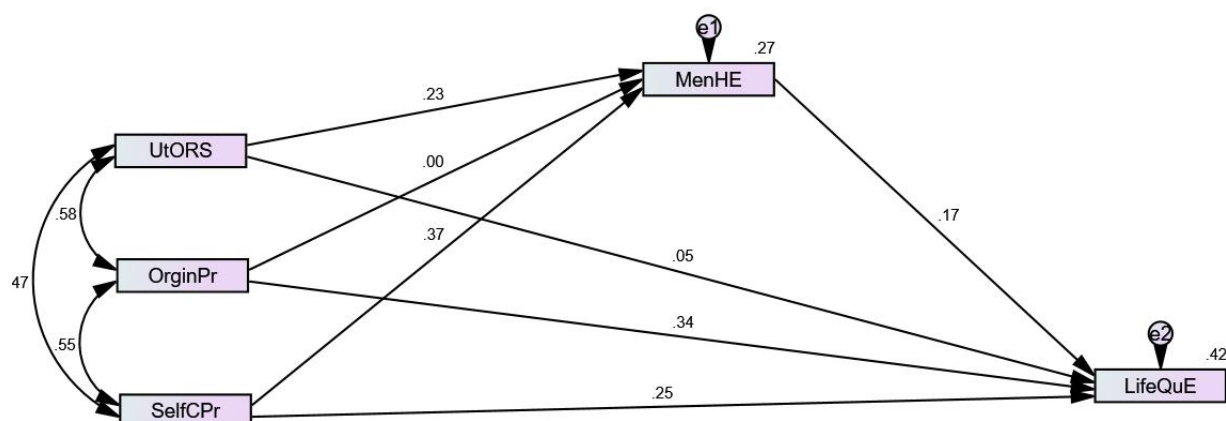
4.7 Structural Equation Modeling

As per the SEM results, it can be indicated that the impact of organizational practices and self care practices has significant impact on the life quality of elderly but the impact of utilization of organizations support and resources does not have the significant impact in this regard. In addition, the mediating impact of mental health of elderly is significant in case of utilization of organizational resources and support and self care practices but is insignificant in case of organizational practices.

Table 7: Structural Equation Modeling

Total Effect	SelfCPr	OrginPr	UtORS	MenHE
MenHE	.365**	.000	.232**	.000
LifeQuE	.249**	.316**	.048	.168**
Direct Effect	SelfCPr	OrginPr	UtORS	MenHE
MenHE	.365**	.000	.232**	.000
LifeQuE	.254**	.338**	.049	.171**
Indirect Effect	SelfCPr	OrginPr	UtORS	MenHE
MenHE	.000	.000	.000	.000
LifeQuE	.062**	.000	.040**	.000

Figure 4: SEM



5 Discussion and Conclusion

5.1 Discussion

This study was conducted with the core motive to find out and explore the impact of utilization of organizational resources and support, organizational practices and self care practices on the life quality of elderly along with the mediating impact of mental life of the elderly in the organizations of Ban Dung, Udon Thai province. In this context, the data was collected and the results of analysis were obtained. The results for all hypotheses have been discussed in this section. The first hypothesis was that the utilization of organizational resources and support has significant impact on the life quality of the elderly. This hypothesis has been rejected as per the results because the impact was not found as significant due to insufficient evidence from the responses. This result is in concordance with the past studies (Paul et al., 2019; Walker, Campbell, & Egede, 2019). The next hypothesis was that organizational practices have significant impact on the life quality of elderly. This hypothesis has been accepted due to the significant impact of organizational practices as per the results. If the organization practices certain procedures in order to ensure the health and well being of their experienced and elderly employees, it will enhance their quality of life. This result has consistency with the past studies of similar context (Di Benedetto, Towt, & Jackson, 2019; Kauric-Klein, Peters, & Yarandi, 2017; Razzaq, Maqbool, & Hameed, 2019). The third hypothesis was that self care practices have significant impact on the life quality of the elderly. This hypothesis was also accepted as per the results obtained. If the elderly take care of themselves and give them time to relax, it will have a positive impact on their quality of life. This result is in accordance with the similar past studies (Abdollahi, Taheri, & Allen, 2020; Mosley-Johnson, Walker, Prigmore, & Egede, 2019). Moreover, hypotheses were developed for the mediating impact of mental health of the elderly and it was found out that the mediating impact of mental health of elderly is significant in case of utilization of organizational resources and support and self care practices but is insignificant in case of organizational practices. These results can be supported by the evidence from the past studies (Uchmanowicz, Jankowska-Polańska, Mazur, & Froelicher, 2017; Vellone, Pancani, Greco, Steca, & Riegel, 2016).

5.2 Conclusion

The use of different statistical techniques and tools for the purpose of data analysis in order to test the developed hypotheses provided the researcher, results of the study that have been discussed earlier. Based on these results, it can be concluded that the organizations must implement policies and practices and also provide resources and support to their elderly employees so that their life quality can be enhanced. In the same way, the elderly people must also practice self care to ensure that their mental health is good and so is the life quality.

5.3 Implications and Limitations

This study is supposed to provide good information to the organizations that they must implement policies and practices and also provide resources and support to their elderly employees so that their life quality can be enhanced. This study will also be helpful for the elderly as it will suggest them to practice self care to ensure that their mental health is good and so is the life quality. The researchers might also use it for research purposes.

As the sample size is not large enough, it must be considered to increase it in the future. In addition, the context of the study might be changed to other age group instead of the elderly.

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