

The Role of Psychological Capital to Job Performance with Work Engagement as Mediator of Public Service Employees

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Abstract

A democratic state has the obligation to ensure the fulfilment of its citizens' rights, including access to quality public services. However, in Indonesia, the quality and effectiveness of public services are currently facing significant challenges, as evidenced by a decline in service standards. This study highlights the importance of psychological capital in improving job performance among public service employees, with work engagement serving as a mediating factor. Utilizing quantitative methods and convenience sampling, the study included 317 participants. The variables were measured using the Individual Work Performance Questionnaire, the Psychological Capital Questionnaire, and the Utrecht Work Engagement Scale. The results indicated that psychological capital predicts job performance, psychological capital predicts work engagement, and work engagement predicts job performance. Additionally, the study demonstrated that work engagement mediates the relationship between psychological capital and job performance. Enhancing psychological capital and work engagement can therefore improve the quality of public services, positively impacting public trust and welfare.

Keywords: *Psychological capital, job performance, work engagement, public service employees.*

Received 1 June 2024/Accepted 25 August 2024 ©Author all rights reserved

Introduction

A democratic country is a country that is able to fulfill the rights of its people, one of which can be seen from the quality of its public services. Public service is one of the functions of a state that is essential and needs to be fulfilled by a state and must be optimal in service (Rohayatin et al., [2017](#)). Especially in the Indonesian government, with the vision and mission of Indonesia Emas 2045, progress is needed in every government sector (Kemenko PMK, [2022](#)), one of which is by paying attention to public services.

The utilisation of public services in Indonesia has not been optimal, which has the potential to negatively impact society, including a reduction in public trust (Sudrajat, [2023](#)). This phenomenon is the focus of attention as it has a direct impact on public trust in government and the overall quality of life of the community. The results of the 2022 public service assessment based on 25 ministries, 14 agencies in 34 provinces, 98 city governments and 415 district governments found that 272 agencies were in the green zone (46.42%), 250 agencies were in the yellow zone (42.66%) and 64 agencies in the red zone (10.92%) (Ombudsman, [2023](#)). From the data obtained, it was found that there were public services that had not met the basic services expected by the community, which were caused by the commitment and performance of the agency leadership (Ombudsman, [2023](#)). It is important to acknowledge that the ineffectiveness of public sector services can potentially arise due to an overload of responsibilities that may challenge the integrity of accountability systems (Rabbi & Sabharwal, [2024](#)). Previous research has indicated that public administrators play a significant role in determining the level of public value happiness, with public organisations making a substantial internal and external contribution to public administrators (Meynhardt et al., [2024](#)).

In the case of both developing and developed countries, the concept of sustainable development is becoming increasingly prevalent. The effective management of resources, including those of a natural origin, is contingent upon the implementation of good governance (Castro & Lopes, [2022](#)). The importance of public services is aligned with the achievement of the United Nation Sustainable Development Goals (SDGs), In order to achieve this, it is essential that a country has the appropriate strategy in place (Guarini et al., [2022](#)). One of the goals that aligns with public services to the community is SDG-3, namely ensure healthy lives and promote well-being for all at all ages (United Nation, [2016](#)). Affordable and quality health services are key to achieving SDG-3 dan the enhancement of employee performance should be accompanied by a focus on the conditions under which employees operate (Chang et al., [2024](#)).

Indicators that need to be considered in employees working in the public service sector include legal certainty, legal transparency and requirements, mechanisms in the process, service procedures, and service time periods in administrative arrangements (Rusega & Atong, [2023](#)).

Performance is a behaviour carried out by individuals that can be in accordance with the objectives of the company and can be an indicator of performance and organization, can have an impact on the contribution of individuals as employees to the productivity and competitive ability of the organization (Koopmans et al., [2016](#)).

The Bojonegoro Regency Office of Women Empowerment, Child Protection and Family Planning (DP3AKB, [2024](#)) found that the decline in public services was caused by weak supervision, monologic service systems, minimal access to complaints, lack of commitment in services. Lack of commitment or in performance can be caused by excessive workload which can have an impact (Fitriyah & Febriana, [2022](#)) and these results are in line with the findings of Sorongan et al. ([2018](#)) with research on work stress in state civil apparatus as many as 27.7% experienced low work stress and 72.3% experienced moderate work stress. If based on the Conservation of Resources (COR) theory (Hobfoll, [1989](#); Holmgreen et al., [2016](#)), emphasizes that individuals tend to try to maintain and increase the resources they have, be it physical resources (such as money, time) or psychological resources (such as energy, confidence). According to this theory, losing psychological capital to acquire new resources can cause stress and other negative impacts on individuals. The extend literature indicates that an increase in psychological capital (PsyCap) will result in enhanced work engagement. This is because PsyCap reflects the extent to which employees are engaged, motivated, and committed to their work (Park & Kim, [2024](#)). When employees possess robust psychological resources (such as PsyCap), they tend to exhibit greater engagement at work, which then contributes to superior performance (Daswati et al., [2021](#)).

It is important to maintain PsyCap to maintain the quality of job performance. This is in line with previous research finding a relationship between PsyCap and job performance (Saithong-in & Ussahawantichakit, [2016](#); Shukla & Alam, [2022](#); Biricik, [2020](#); Larasati et al., [2024](#)). Employees who have good quality job performance will reduce anxiety at work, have and give their best performance and have good work engagement (Shukla & Alam, [2022](#)). PsyCap provided the employees with psychological resources which were fruitful for their career engagement and performance. Career engagement, on the other hand, helped facilitate the effect of PsyCap on performance (Daswati et al., [2021](#)).

Psychological Capital (Luthans et al., [2007](#)) refers to the psychological strengths that exist in individuals that can affect their performance, resilience, and overall well-being. To determine the psychological capital of individuals, hope, efficacy, resilience and optimism are indicators. An individual's level of psychological capital can have a significant effect on job performance, job satisfaction, stress levels, work engagement and general psychological well-being. There are findings that PsyCap can predict work engagement (Zulhasmi et al., [2021](#); Putri et al., 2020; Abukhalifa et al., [2022](#)). PsyCap plays an important role in shaping individual attitudes and behaviours towards their work. By having strong PsyCap such as self-efficacy, hope, optimism, and resilience, individuals are more likely to feel emotionally, cognitively, and behaviourally engaged in their work. Therefore, PsyCap may positively contribute to work engagement as it helps individuals to face challenges, maintain high work energy, and feel committed to their work.

To predict the performance of employees can be viewed from work engagement. This is in line with previous research that work engagement has a relationship with performance (Zamralita, 2017; Gregorio et al., [2023](#)). The state of employees who have good quality work engagement can be based on the Broaden and Build Theory (Fredrickson, [2001](#)) theory provides a foundation for understanding that the experience of positive emotions is not just about momentary pleasant feelings, but also about how these emotions affect the way we think, act, and develop ourselves as a whole. It was found that the role of work engagement as a mediator of PsyCap on job performance (Abukhalifa et al., [2022](#)).

There are limited studies that examine the role of PsyCap on job performance with work engagement as a mediator (Alessandri et al., [2018](#); Abukhalifa et al., [2022](#)). The research model has been tested on two distinct groups of participants, hailing from disparate geographical and cultural backgrounds. The first group comprises white-collar employees from Western countries (Alessandri et al., [2018](#)), while the second is comprised of social workers from Eastern Arab countries who are engaged in Non-Government Organization (NGO) (Abukhalifa et al., [2022](#)). The results of previous research (Alessandri et al., [2018](#); Abukhalifa et al., [2022](#)) indicate that this research model is not static but dynamic. Consequently, further research is required, in light of

the aforementioned research gap (Abukhalifa et al., [2022](#)), it is imperative to test the same research model on participants from different nations, given the existence of varying national cultures. The aim of this study is to investigate the role of PsyCap on job performance with work engagement as a mediator, with different participants are public service employees in Indonesia. The selection of public service employee participants is justified by the importance of public services in society. It is therefore necessary to identify factors that can facilitate the delivery of public services, thereby supporting the implementation of government programmes more effectively. Furthermore, this study employs more comprehensive and diverse measurement instruments than previous research (Abukhalifa et al., [2022](#)).

Method

Participants

This study was approved by the Research Ethics Committee of Tarumanagara University, and all procedures involving human participants were conducted in accordance with the ethical standards set forth by the American Psychological Association (APA). All participants were informed about the purpose and course of the study, as well as their rights to participate and withdraw at any time. To ensure anonymity and confidentiality, data collection commenced only after informed consent had been obtained. This study has 317 participants who are employees. From the demographic data, it was found that the majority of males = 228 employees (71.9%) as the majority in the gender category, the majority of employees at the age of 26 - 30 years (26.2%), the last education level of the majority of high school = 211 (66.6%) and the most tenure at 3-4 years = 97 (30.6%).

Table 1

Demographic Data

Characteristics	Category	N	%
Gender	Male	228	71.9
	Female	89	28.1
Age	20 years	2	0.6
	21 - 25 years	36	11.4
	26 - 30 years	83	26.2
	31 - 35 years	53	16.2
	36 - 40 years	46	14.5
	41 - 45 years	43	13.6
	46 - 50 years	31	9.8
	>50 years	23	7.3
Education Background	High school	211	66.6
	Diploma	12	3.8
	Bachelor	92	29.0
	Master	2	0.6
Marriage Status	Not married	88	27.8
	Married	214	67.5
	Divorce	15	4.7
Tenure	6 months - 1 year	2	0.6
	>1 - 2 years	21	6.6
	3 - 4 years	97	30.6
	5 - 6 years	71	22.4
	7 - 8 years	62	19.6
	9 - 10 years	41	12.9
	11 - 12 years	17	5.4
	13 - 14 years	6	1.9

Design

This research uses quantitative study. For data collection using a questionnaire based on convenience sampling technique. The variables studied in this research are psychological capital and work engagement and work performance.

Measurement

This study uses the Individual Work Performance Questionnaire to measure work performance variables, the Psychological Capital Questionnaire to measure psychological capital variables and the Utrecht Work Engagement Scale to measure work engagement variables.

Individual Work Performance Questionnaire

Individual work performance questionnaire was developed by Koopmans et al. (2016). This questionnaire usually consists of a number of questions that are rated by supervisors, co-workers, or even oneself to assess how well an individual is performing their job tasks. This questionnaire is designed to provide a comprehensive picture of how effective a person is at their job. It has 18 items with seven answer responds are 1 (never) - 7 (always). This measure have three dimensions: task performance (the extent to which individuals are successful in completing their job-related tasks) with one of the items is “I manage to plan my work so that it is done on time”, contextual performance (individual behaviours that support overall organizational performance, such as helping co-workers, contributing to a team, or performing actions that go beyond their primary duties) one of the items is “I am willing to help others at work”, and counterproductive work behavior (individual behaviours that are detrimental to the organization, such as unexpected absences, wasting time, or fighting with co-workers) with one of the items is “I complain about unimportant matters at work”.

Psychological Capital Questionnaire

Psychological Capital Questionnaire (PCQ) developed by Luthans et al. (2007). This questionnaire is used to assess how high or low a person's psychological capital is in facing challenges and difficulties in the context of work. The PCQ helps in understanding the extent to which individuals feel able to overcome obstacles, maintain positive spirits, and sustain motivation in the face of change or stress in the work environment. This measuring instrument has 24 items with seven responds such as 1 (strongly disagree) until 7 (strongly agree). The dimensions on this measure are (a) hope is an individual's belief that they can find a path to achieve goals and achieve desired outcomes, even in the midst of challenges or difficulties (item e.g. is “There are lots of ways around any problem”), (b) optimism is a condition that positive attitude, expectation that things will get better in the future and this involves an optimistic view of the future and the belief that good things will happen (item e.g. “I always look on the bright side of things regarding my job”), (c) self-efficacy is an individual's belief in their ability to successfully complete a task or achieve a specific goal (item e.g. “I feel confident helping to set targets/goals in my work area”) and resilience is an individual's ability to remain stable and adaptive in the midst of stress,

challenge or failure (item e.g. “I feel I can handle many things at a time at this job”).

Utrecht Work Engagement Scale

The Utrecht Work Engagement Scale-9 (UWES-9) developed by Schaufeli et al. (2006) measures a person's level of work engagement, which is the extent to which a person feels involved, excited, and focused in their work. The UWES consists of several subscales that measure aspects such as vigor (mental and physical energy at work) with one of the items is “At my work, I feel bursting with energy”, dedication is how individual feels a sense of significance, enthusiasm, inspiration, pride, and challenge in their work, with one of the items is ” My job inspires me” and absorption is total individual involvement in work, with one of the items e.g is “When I am working, I forget everything else around me”. This scale is used to assess how strong a person's involvement in their work is emotionally, cognitively, and behaviourally. This measuring instrument consists of 9 items with seven answer responds are 1 (never) - 7 (always).

Result

The study aims to examine whether work engagement serves as a mediator in this relationship, helping to explain how psychological capital contributes to improved job performance in a public service context. This study uses validity measurement with Confirmatory Factor Analysis for individual work performance questionnaire, psychological capital questionnaire and Utrecht work engagement scale.

Measurement Model

Confirmatory factor analysis (CFA) is a statistical technique employed to ascertain whether a set of observed variables aligns with a predetermined factor structure or theoretical model. It is typically employed in the validation of measurement instruments, such as psychological scales, to verify that the items indeed represent the underlying latent constructs they are intended to measure. CFA is a useful tool for assessing the model's goodness-of-fit and for identifying whether specific items need to be revised or removed in order to improve the measurement's accuracy and reliability.

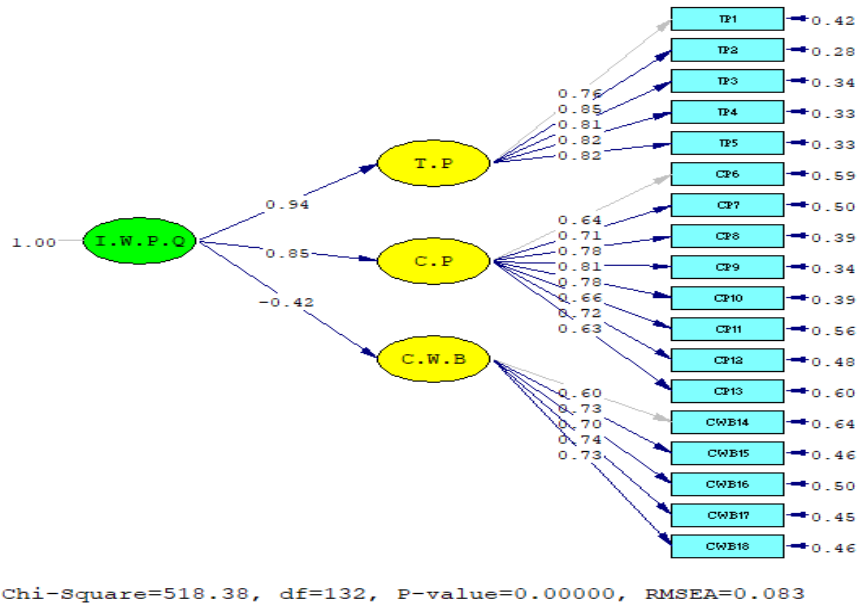


Figure 1. Second order confirmatory factor analysis of individual work performance questionnaire

The results of confirmatory factor analysis (CFA) for the individual work performance questionnaire (IWPQ) based on three dimensions namely task performance (TP), contextual performance (CP) and counterproductive work behavior (CWB). All 18 items are valid (model fit p -value > 0.05) and with the following Goodness fit results; Root Mean Square Error of Approximation (RMSEA) = 0.083, Normed Fit Index (NFI) = 0.96 (NFI \geq 0.90), Non-Normed Fit Index (NNFI) = 0.96 (NNFI \geq 0.90), Parsimony Normed Fit Index (PNFI) = 0.82 (PNFI \geq 0.50), Comparative Fit Index (CFI) = 0.97 (CFI \geq 0.90), Incremental Fit Index (IFI) = 0.97 (IFI \geq 0.90), Relative Fit Index (RFI) = 0.95 (RFI \geq 0.90), Root Mean Square Residual (RMR) = 0.067 (SRMR \leq 0.08), and Goodness of Fit Index (GFI) = 0.88. Overall, these results indicate that the fit of the model is within acceptable limits.

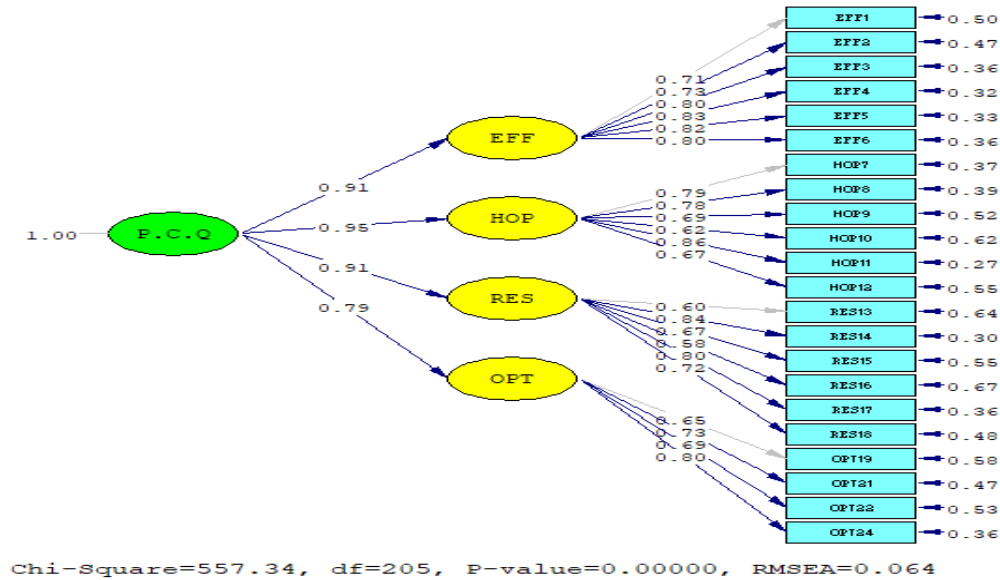


Figure 2. Second order confirmatory factor analysis psychological capital questionnaire

The results of Confirmatory Factor Analysis (CFA) for Psychological Capital Questionnaire based on four dimensions namely efficacy (EFF), Hope (HOP), Resilience (RES) and Optimism (OPT). All 9 items are valid (model fit p -value > 0.05) and Goodness fit results as follows; Root Mean Square Error of Approximation (RMSEA) = 0.064, Normed Fit Index (NFI) = 0.97 (NFI \geq 0.90), Non-Normed Fit Index (NNFI) = 0.98 (NNFI \geq 0.90), Parsimony Normed Fit Index (PNFI) = 0.86 (PNFI \geq 0.50), Comparative Fit Index (CFI) = 0.98 (CFI \geq 0.90), Incremental Fit Index (IFI) = 0.98 (IFI \geq 0.90), Relative Fit Index (RFI) = 0.97 (RFI \geq 0.90), Root Mean Square Residual (RMR) = 0.050 (RMR \leq 0.08), and Goodness of Fit Index (GFI) = 0.89. Overall, these results indicate that the fit of the model is within acceptable limits.

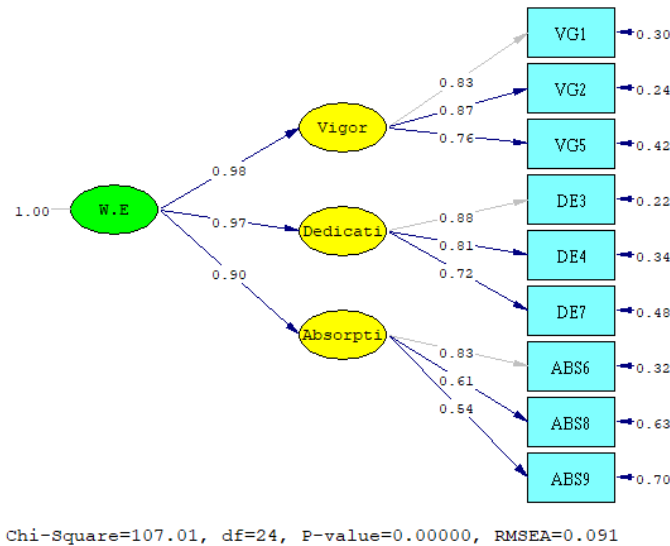


Figure 3. Second Order Confirmatory Factor Analysis Utrecht Work Engagement Scale

The results of Confirmatory Factor Analysis (CFA) for Utrecht Work Engagement Scale - 9 (UWES-9) based on three dimensions namely vigor, dedication and absorption. All 9 items are valid (model fit p -value > 0.05) and Goodness fit results as follows; Root Mean Square Error of Approximation (RMSEA) = 0.073, Normed Fit Index (NFI) = 0.98 (NFI ≥ 0.90, Non-Normed Fit Index (NNFI) = 0.97 (NNFI ≥ 0.90), Parsimony Normed Fit Index (PNFI) = 0.65 (PNFI ≥ 0.50), Comparative Fit Index (CFI) = 0.98 (CFI ≥ 0.90), Incremental Fit Index (IFI) = 0.98 (IFI ≥ 0.90), Relative Fit Index (RFI) = 0.96 (RFI ≥ 0.90), Root Mean Square Residual (RMR) = 0.076 (SRMR ≤ 0.08), and Goodness of Fit Index (GFI) = 0.95. Overall, these results indicate that the fit of the model is within acceptable limits.

Theoretical model

Structural Equation Modelling (SEM) is a multivariate statistical analysis technique that is employed to examine structural relationships. This technique integrates factor analysis and multiple regression analysis, thus enabling the investigation of intricate relationships between observed and latent variables in a simultaneous manner. SEM is especially beneficial for testing theoretical models that postulate causal relationships between variables. It permits researchers to assess the

direct and indirect effects between variables, evaluate model fit, and test for mediation, moderation, and other complex relationships within a single comprehensive model.

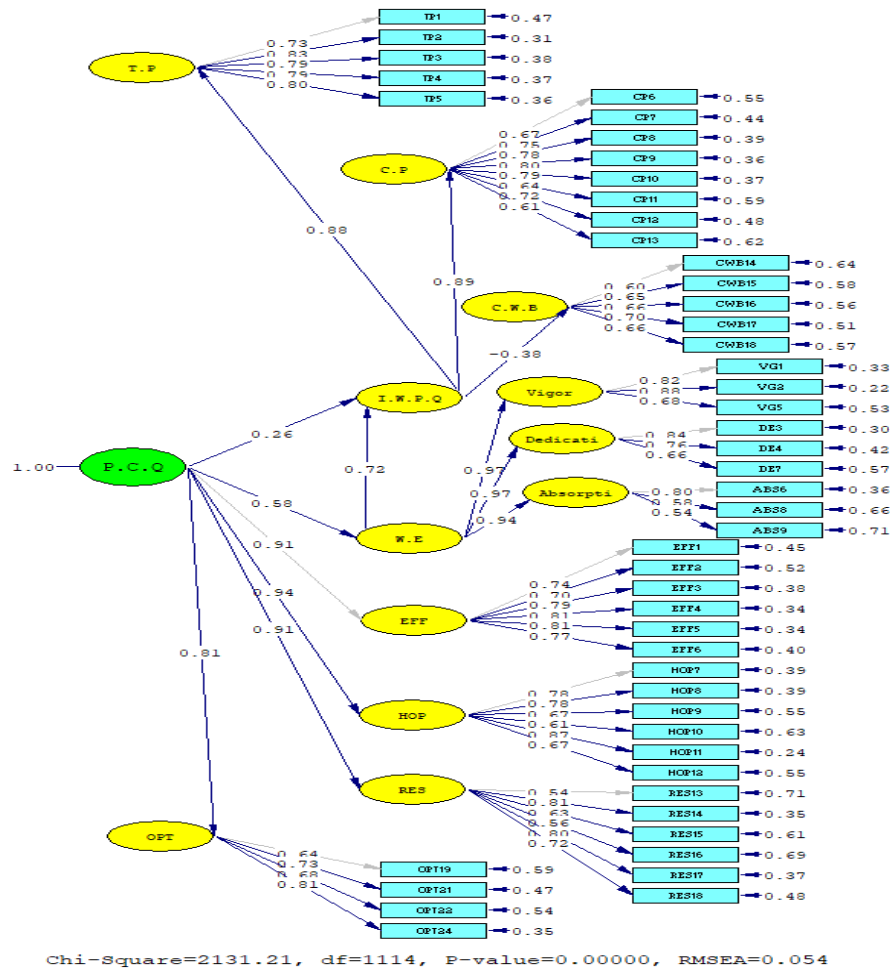


Figure 4. Structural Equation Model Results

From the results of the Structural Equation Model (SEM), it was found that PsyCap can predict job performance by 26% ($R^2 = 0.26$) there are 74% other factors that can predict job performance, PsyCap can predict work engagement by 58% ($R^2 = 0.58$) so it can be known that there are 42% other factors that can predict work engagement, and work engagement can predict job performance by 72% ($R^2 = 0.72$), meaning that it can be known that there are 28% other factors that can predict performance.

Table 2

Path coefficient and significance test

	T Value	P Value
Psychological Capital → Job Performance	4.59	0.00
Psychological Capital → Work engagement	8.66	0.00
Work engagement → Job Performance	9.56	0.00

To find out the mediator function, namely work engagement, see the path coefficient test. Work engagement in this study is a partial mediator, because it can have significance on both variables. So work engagement as a mediator variable partially explains how PsyCap predicts job performance but psychological capital still has a direct influence on job performance which is not fully explained by work engagement.

From the results of inter-dimensional correlation testing, it was found that there was a significant relationship between the dimensions of PsyCap, work engagement and job performance ($p < 0.01$).

Table 3

Variable Matrix Correlation

Variables	Psychological capital	Work engagement	Job performance
Psychological Capital	1		
Work Engagement	0.58	1	
Job Performance	0.68	0.87	1

From the results of correlation testing, it was found that there was a positive and significant relationship between Psychological Capital (Efficacy (EFF), Hope (HOP), Resilience (RES) and Optimism (OPT), and Work Engagement (Vigor (V), Dedication (D), and Absorption (A)) ($p > 0.01$) and Job Performance (Task Performance (TP), contextual performance (CP) and counterproductive work behavior (CWB)) ($p < 0.01$).

Table 4

Variable Matrix Correlation

Variables	TP	CP	CWB	V	D	A	EFF	HOP	RES	OPT
TP	I									
CP	0.78	I								
CWB	-0.33	-0.34	I							
V	0.74	0.75	-0.32	I						
D	0.74	0.75	-0.32	0.91	I					
A	0.71	0.72	-0.31	0.91	0.91	I				
EFF	0.54	0.55	-0.23	0.51	0.51	0.49	I			
HOP	0.56	0.56	-0.24	0.53	0.53	0.51	0.86	I		
RES	0.54	0.54	-0.23	0.51	0.51	0.49	0.83	0.85	I	
OPT	0.48	0.48	-0.21	0.46	0.45	0.44	0.47	0.74	0.73	I

Discussion

This study aims to investigate the role of work engagement as a mediator between PsyCap and job performance among public service employees. The findings indicate that public services in Indonesia currently face significant challenges, particularly in improving service quality and meeting community needs, which require serious attention. PsyCap, comprising hope, efficacy, resilience, and optimism, was found to have a significant positive relationship with employee job performance, with a correlation coefficient of 0.68. This indicates a fairly strong correlation between the dimensions of PsyCap and job performance, consistent with previous research by Biricik (2020). This study found that PsyCap can predict job performance, although the strength of this relationship was weaker compared to the findings of Larasati et al. (2024), who conducted research on hospital medical personnel and demonstrated a strong regression between PsyCap and job performance. Larasati et al., (2024) emphasized the importance of PsyCap in enhancing job performance, which aligns with previous research showing that individuals with high PsyCap are better equipped to face challenges and maintain strong performance (Luthans et al., 2007; Shukla & Alam, 2022).

This research confirms the critical role of PsyCap in predicting work engagement. The results demonstrate that PsyCap significantly influences work engagement, a finding that improves upon previous research by Zulhasmi et al. ([2021](#)). Notably, this study identified significant differences in participant backgrounds, particularly across different industries. PsyCap provides individuals with the resilience and motivation needed to stay committed and energized at work. This aligns with earlier studies (Zulhasmi et al., [2021](#); Putri et al., 2020; Abukhalifa et al., [2022](#)), which also highlight the essential role of PsyCap in enhancing work engagement. Additionally, this study confirms that work engagement positively influences job performance, consistent with prior research (Gregorio et al., [2023](#)). This suggests that by fostering work engagement, organizations can significantly boost employee performance.

The study also found that work engagement is a state in which employees feel motivated, involved, and committed to their work. When employees experience high levels of work engagement, they are more likely to perform well, complete tasks effectively, and contribute positively to organizational goals. Moreover, the research shows and aligns with the previous studies that work engagement mediates the relationship between PsyCap and job performance (Alessandri et al., [2018](#); Abukhalifa et al., [2022](#)). In other words, PsyCap enhances job performance by increasing work engagement. Strong PsyCap—characterized by self-efficacy, hope, optimism, and resilience—leads to higher levels of work engagement, which in turn positively impacts performance.

The Job Demands-Resources (JD-R) Theory offers a valuable framework for understanding the relationship between PsyCap, work engagement, and job performance in public service employees (Bakker & Demerouti, [2007](#)). According to the JD-R theory, all job characteristics can be categorized as either job demands or job resources (Xanthopoulou et al., [2009](#)). Job demands, such as high workloads or emotional stress, require sustained effort and can lead to psychological and physiological costs (Zulhasmi et al., [2021](#)). On the other hand, job resources—like autonomy, social support, and crucially, PsyCap are aspects of a job that help employees meet work goals, reduce job demands, and promote personal growth (Gregorio et al., [2023](#)).

In this context, PsyCap serves as a critical personal resource, equipping employees with the resilience, optimism, and self-efficacy needed to navigate the challenges of demanding public service roles. The JD-R theory posits that such resources are key to fostering work engagement, a state of vigor, dedication, and absorption in one's work. Engaged employees are more motivated, focused, and committed, which enhances their job performance. In your study, work engagement acts as a mediator, meaning that employees with higher levels of PsyCap are more likely to be engaged, and this increased engagement leads to better job performance. Thus, the JD-R theory explains how enhancing PsyCap as a job resource can help public service employees manage their job demands more effectively, maintain high levels of engagement, and ultimately perform better in their roles.

However, current study has several limitation. The study focuses on public service employees, which might limit the generalizability of the findings to other sectors or industries. Public service roles often have unique characteristics, such as job security, specific organizational cultures, and work environments, which may not be representative of the broader workforce. this study used a cross-sectional design, it may would only capture data at a single point in time, limiting the ability to infer causality. Longitudinal studies would be needed to establish how psychological capital and work engagement impact job performance over time.

The study may not account for external factors such as organizational culture, leadership styles, or external stressors that could influence work engagement and job performance. Ignoring these factors could oversimplify the relationship between psychological capital, work engagement, and performance. While the study identifies work engagement as a mediator, it may not explore other potential mediators or moderators that could influence the relationship between psychological capital and job performance, such as job satisfaction, organizational support, or work-life balance. A limited sample size or lack of diversity within the sample could affect the robustness of the findings. the findings might not be applicable to other regions or cultures where public service employees may have different experiences or attitudes towards work engagement and job performance.

For future research, it is recommended to further explore specific interventions that can increase psychological capital and its impact on work engagement in various organizational contexts. In addition, research involving other variables such as social support, work environment, and organizational culture may also provide more comprehensive insights into the factors that influence work engagement.

Conclusion

This study found PsyCap and work engagement in improving employee job performance in the public service sector. In this study, work engagement proved as a mediator between PsyCap and job performance. By understanding and implementing these findings, it is expected that there will be a significant improvement in the quality of public services in Indonesia, which in turn will increase public trust and overall public welfare.

Acknowledgment

The authors would like to thank all participants who participated in the study.

Conflict of Interest

The researchers declare that this paper has no conflicts of interest.

Author Contribution

All authors have contributed equally to the study's conceptualization, interpreting data, reviewing, and editing the manuscript.

Data Availability

Data can be provided upon request to the author.

Declarations Ethical Statement

The study followed the guidelines of the Declaration of Helsinki.

Informed Consent Statement

Informed consent was obtained from all persons involved in the study.

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