

POSITIVE PSYCHOLOGICAL CAPITAL: MEASUREMENT AND RELATIONSHIP WITH PERFORMANCE AND SATISFACTION

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Two studies were conducted to analyze how hope, resilience, optimism, and efficacy individually and as a composite higher-order factor predicted work performance and satisfaction. Results from Study 1 provided psychometric support for a new survey measure designed to assess each of these 4 facets, as well as a composite factor. Study 2 results indicated a significant positive relationship regarding the composite of these 4 facets with performance and satisfaction. Results from Study 2 also indicated that the composite factor may be a better predictor of performance and satisfaction than the 4 individual facets. Limitations and practical implications conclude the article.

In a special issue of the *American Psychologist*, Sheldon and King (2001, p. 216) point out that "Positive psychology revisits the 'average person' with an interest in finding out what works, what is right, and what is improving." Like positive psychology, which does not claim to have discovered the importance of positivity (e.g., see Peterson, 2006), the recently emerging positive organizational behavior field recognizes that much of the early history (e.g., Herzberg, 1966; Maslow, 1954; McGregor, 1960) and contemporary theories and research (e.g., job satisfaction, organizational commitment, positive affectivity, core self-evaluations, organizational citizenship, intrinsic motivation, humor, self-determination, organizational justice, among others) are positively oriented. Nevertheless, analogous to, and drawing from, the positive psychology literature, the term *positive organizational behavior* is intended to

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