

## 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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# Positive Psychological Capital Measurement And

**Liyong Dong**



## **Positive Psychological Capital Measurement And:**

*Unraveling the Role of Psychological Capital on Innovation from the Knowledge Management Perspective* Yunlong Duan, Yu Liping, Shanshan Wang, Wei Zhou, 2023-12-20      **Positive Psychological Assessments: Modern Approaches, Methodologies, Models and Guidelines** Llewellyn Ellardus Van Zyl, Peter ten Klooster, Leon T. de Beer, Mariëlle Zondervan-Zwijnenburg, Maria Vera, Arianna Costantini, 2022-11-08      The Role of Psychological Capital in Entrepreneurial Contexts Fu-Sheng Tsai, Karen Moustafa Leonard, Shalini Srivastava, 2021-01-21      **Military Operations and the Mind** Stéphanie A.H. Bélanger, Daniel Lagacé-Roy, 2016-06-01 An in depth look at the battlefield of military ethics and soldiers moral injuries and wars within      **Employees and Employers in Service Organizations** Arvind K. Birdie, 2017-04-21 With the increasing globalization and fast paced technological advances in business today service organizations must to respond to the changing business dynamic between employers and employees The service industry has metamorphosed into a revolution not only in United States but in developed and developing countries also Highly industrialized countries have become service economies at least when measured in terms of share of the workforce employed in service industries This new book **Employees and Employers in Service Organizations Emerging Challenges and Opportunities** the first volume in the 21st Century Business Management book series provides an in depth exploration of recent concepts and trends in business management in the service industries It looks at the changing expectations and loyalties of young workers and others and the challenges and opportunities presented for service employers The book considers theory and research findings providing a plethora of practical implications and applications for these new workplace behavior dynamics Exploring the different perspectives and concepts from the book s researchers and authors **Employees and Employers in Service Organizations Emerging Challenges and Opportunities** cover themes such as work life balance spirituality in the workplace emerging positive psychology concepts such as psychological capital knowledge management and mindfulness expectations motivation and behavior of different generations such as Generation Y This informative volume will be valuable for faculty teaching courses in management and self improvement for leaders and executives as well as for those in service industries

**Positive Psychology Studies in Education** Abdolvahab Samavi, Lourdes Rey, Hassan Khezri, Beatrice Ifeoma Ajufo, Samaneh - Najarpourian, 2022-10-07      **Community Series in the Consequences of COVID-19 on the Mental Health of Students - Volume II** Haibo Yang, Li Wang, Chang Liu, 2023-06-01      An Examination of the Stability of Positive Psychological Capital Using Frequency-based Measurement Elizabeth Anne McGee, 2011 The purpose of this study was to explore the utility of frequency based measurement as an alternative method for examining the stability of psychological capital a higher order construct introduced by Luthans and colleagues 2007 consisting of self efficacy hope resilience and optimism Frequency based measurement is a new approach based on the distributional assessment model Kane 1986 2000 that provides information on the relative frequency of occurrence for specific behaviors over a given period of time and offers

a distribution that depicts the scope of an individual's behavior. One advantage of this approach is that it can provide information on a person's behavior over time in a single administration, allowing researchers to examine the temporal stability of constructs without having to conduct longitudinal studies, e.g., personality (Edwards & Woehr, 2007). To investigate the usefulness of this new approach, a series of studies was conducted using a sample of students from a large southeastern university. The first study compared a frequency-based measure of psychological capital to the more traditional Likert-type measure. Results indicated that the two are equivalent measures of the central tendency of psychological capital. The frequency-based measure was also compared to the Likert-type measure given across three contexts: family, school, and social settings. In a second study, results indicated that the two approaches offered similar information in terms of consistency with both approaches, demonstrating some variability in responses over time or across contexts. Thus, this study provided further evidence that frequency-based measurement offers additional information not available in a single administration using a Likert-type measure. The last study investigated agreement between an individual's self-reported psychological capital and ratings of their psychological capital given by an acquaintance. Contrary to my expectations, within-item consistency did not moderate self-other agreement. The implications of these findings are outlined in addition to suggestions for future research.

WIE International Student Edition Management John R. Schermerhorn, John R., John R. Schermerhorn, 2007-03. What are the qualifications that today's managers must have? What skills are needed to move ahead in a company? Now in its ninth edition, this book uncovers the dynamics of management in the context of a challenging and new work environment. Readers will learn about the responsibilities of a manager and what this means for their future careers through practical examples that are interwoven with core concepts and theories. **Business Horizons**, 2004. Academy of Management Learning and Education, 2008. **Managing and Organizations** Stewart Clegg, Martin Kornberger, Tyrone Pitsis, 2008. Provides an original and engaging introduction to organizational behavior. New to the second edition: Completely revised and restructured to better match Organizational Behaviour courses; six new chapters for coverage of all essential topics including individuals, teams, and groups; human resource management, ethics, and corporate social responsibility; new learning features including boxed sections, case studies, and marginal definitions to ensure students explore key themes and truly engage with contemporary debates; a new companion website and full instructor's manual. Cover *Psychological Capital and Beyond* Fred Luthans, Carolyn M. Youssef, Bruce J. Avolio, 2015. Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts, one lesson seems very clear: traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage through people but also a brand new, untapped human resource: psychological capital, or simply PsyCap. Generated from both the positive psychology movement and the author's pioneering work on positive organizational behavior, PsyCap is a rigorous concept to be included in PsyCap. A given positive construct must be based on

theory research and valid measurement must be open to development and must have measurable performance impact The positive constructs that have been determined to best meet these PsyCap criteria efficacy confidence hope optimism and resiliency are covered in separate chapters in Psychological Capital and Beyond Following an exploration of other potential positive constructs such as creativity wisdom well being flow humor gratitude forgiveness emotional intelligence spirituality authenticity and courage the authors summarize the research demonstrating the performance impact of PsyCap They go on to provide the PsyCap Questionnaire PCQ as a measurement tool and the PsyCap Intervention PCI as a development aid Psychological Capital and Beyond provides theory research measurements and methods of application for psychological capital a resource that can be developed and sustained for competitive advantage Each copy includes a complimentary PsyCap online self assessment **Journal of Managerial Issues** ,2006 **Organizational Dynamics** ,2004 **Wārasān suksāsāt** ,2017 **Business Periodicals Index** ,2009 **Kinh tế và dự báo** ,2022-07 **Kinh tế và phát triển** ,2018

*Psychological Capital : Developing the Human Competitive Edge* Fred Luthans Distinguished Chaired Professor of Management University of Nebraska,Department of Management Bellevue University Carolyn M. Youssef Assistant Professor,Department of Business Administration University of Nebraska Bruce J. Avolio Donald and Shirley Clifton Chair in Leadership,2006-08-04 Although there are as many answers to the question of how organizations can gain competitive advantage in today s global economy as there are books and experts one lesson seems very clear traditional answers and resources are no longer sufficient This seminal book offers not only an answer regarding how to gain competitive advantage through people but also a brand new untapped human resource psychological capital or simply PsyCap Generated from both the positive psychology movement and the authors pioneering work on positive organizational behavior PsyCap goes beyond traditionally recognized human and social capital But PsyCap is not a vague or unscientific concept to be included in PsyCap a given positive construct must be based on theory research and valid measurement must be open to development and must have measurable performance impact The positive constructs that have been determined to best meet these PsyCap criteria efficacy confidence hope optimism and resiliency are covered in separate chapters in Psychological Capital After exploring other potential positive constructs such as creativity wisdom well being flow humor gratitude forgiveness emotional intelligence spirituality authenticity and courage the authors summarize the research demonstrating the performance impact of PsyCap They go on to provide the PsyCap Questionnaire PCQ as a measurement tool and the PsyCap Intervention PCI as a development aid Utility analysis indicates that investing in the development of PsyCap as presented in this book can result in a very substantial return In total Psychological Capital provides theory research measurements and methods of application for the new resource of psychological capital a resource that can be developed and sustained for competitive advantage

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