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Abstract

The purpose of the study was to investigate PsyCap in relation to its work related outcomes with the intent of addressing gaps in knowledge about PsyCap and its outcomes, as highlighted by in reviews on PsyCap. Two studies were carried out with the intent of uncovering the mediating and moderating mechanisms between PsyCap and work related outcome, and to explain how and when the influence PsyCap is transferred to the outcome variables. All the tools used in were validated using CFA for their factor structure as well as for their construal as higher-order constructs. Further, a tool for measuring Trait-PsyCap was devised using well-established scales and confirmatory factor analyses. Study 1 broadly assessed whether Well-Being at work was a Mediator in the Association of PsyCap and Performance, and PsyCap and Counterproductive Work Behaviors (CWB). This study utilized a sample of n=225 workers from different business sectors who were administered the PCQ-24, The Index of Psychological Wellbeing at Work (IPWBW), Green-Shortridge Performance Scale, and the Counterproductive Work Behavior Checklist (CWB-C). The results showed that well-being mediated the association between psychological capital and performance. Further, well-being was also found to mediate the association between psychological capital and counterproductive work behaviors (both interpersonally directed and organizationally directed). Study 2 assessed whether State-PsyCap

was a Mediator in the Association of Trait-PsyCap and Performance (self and manager-rated). In addition, it explored if the person-environment fit at work moderates the said mediational model. A sample of n=264 workers from different business sectors was taken, and was administered the PCQ-24, the questionnaire devised for measuring Trait-PsyCap, Green-Shortridge Performance Scale (self-rated and manager-rated), multidimensional measure of person-environment fit at work. The results of the study showed that State-PsyCap mediated the association between Trait-PsyCap and performance (self-rated as well as manager-rated). Further, PE Fit was not found to be a significant moderator in the relationship between Trait-PsyCap and State-PsyCap in the model. The research found support for well-being at work as a mediator in the association of PsyCap and performance, as well as between PsyCap and counterproductive work behaviors. A scale measuring PsyCap as a trait was successfully devised. PCQ-24 was validated for its proposed four-factor structure, as well as for being a higher order construct. State-PsyCap was found to mediate the link between Trait-PsyCap and performance (self-rated, and manager-rated). Several theories were used to formulate the hypotheses, namely the conservation of resources theory, broaden-and-build theory, person-environment fit at work, and the trait activation theory. With the exception of the PE fit model, the results supported the hypotheses thus providing empirical support for these theories. The limitations of the research were that the study could explore more moderator variables so as to identify the boundary conditions under which these relationships hold. The demographics of the sample were not controlled for nor further investigated. The sample size was not adequate for investigating these models using covariance based structural equation modeling, which could have provided more flexibility in modeling the variables. Suggestions for further research include optimism and pessimism should not be put together in the conceptualization of optimism,

as its measurement is problematic. Larger, industry specific samples may be used (service sector, manufacturing, non-governmental organizations, public sector undertakings, large organization vs. small organization, males vs. females). Structural equation modeling could be used in future studies such that a comprehensive model involving all the distinct variables in the study could be investigated simultaneously.