

A STUDY OF INVESTIGATION OF PSYCHOLOGICAL CAPITAL'S EFFECTS ON LOYALTY AND PROFESSIONAL APPROACH

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ABSTRACT

Effective management of human resources is essential in today's environment of constant changes, yet it comes with a variety of philosophies of management as well as approaches. Research on psychological capital is the focus of this study, which means a favorable environment for the development of a person enabling self-help for overcoming obstacles (self-efficacy), optimistic hope for success (optimism), complete vigor (hope), as well as for reaching the goal though there are innumerable obstacles (resilience). This research intends to analyze all psychological capital ideas with employees' commitment to the company based on a survey of relevant literature and theory. The literature primarily concerned with psychological capital and its management is the best source of references.

The research sought to assess the effect of psychological capital on the goal of the organization due to the growing psychological capital approach in companies. Employees from both public and commercial enterprises with offices in Shillong, Meghalaya, made up the study of population. There were 200 participants in the research, and 165 of them made up the 165-person sample size. Aircel (Northeast Circle) and Idea are two of the private businesses that did the research (Zonal Office). NEEPCO (Northeastern Electric Power Corporation Ltd), MBDA (Meghalaya Basin Development Authority), Department of Fisheries, Department of Water Resources, Department of Labour and Employment, and Forest Department were among the government entities included in the research.

Respondents represented a variety of demographics, including gender, age, job type, educational background, and length of employment with the business. The delivered questionnaire was a compilation of five common questions that assessed employees' commitments to the firm as well as the four psychological capital categories of hope, self-efficacy, resilience, and optimism.

The main objective of the study is to demonstrate that psychological capital and commitment have a substantial link. Commitment was considered the dependent variable, whilst psychological capital was considered the independent variable. To understand the major relationship between every individual, psychological construct and overall commitment, as well as a data analysis gathered about the samples' demographics, were among the study's secondary objectives. These analyses led to some conclusions about the relationship between psychological capital and overall commitment.

Key words: Commitment, demonstrate Psychological, Capital, efficacy.

Introduction

One of the newest fields of organizational behavior and human resources study is psychological capital. While studying organizational behavior in the past, many therapists and academics focused on the skills and pathological behaviors of the workers to lessen deficiencies in them. Negative elements of employee conduct were not given enough attention. The research in this line in human behavior started in the 1990s, and techniques for positive organizational behavior were orientated.

In contrast to material assets, psychological capital, which includes human capital and social capital, is an organization's intangible asset. Psychological capital may be seen as a competitive advantage through investing in people (Luthanz, 2007). There has been several research on the connection between organizational components and psychological capital. The findings demonstrated a strong connection in respect of various psychological capital as well as favorable outcomes of the organization, including increased corporate citizen satisfaction, involvement, productivity, decreased absenteeism, and decreased anxiety.

Since human resources believed that the organization's competitive advantage would boost organizational performance and success, employees pledge to the maximum degree of satisfaction with the organization's aims and values (Cetin, 2011). Therefore, the organizational psychological capital components may have an impact on these developments.

In other words, workers who exhibit high levels of self-reliance, hope, optimism, and resilience may exhibit positive traits, higher levels of motivation, and greater loyalty to their employers (Nelson, 2007). Whereas the outcome of all initiatives taken to further management and organizational objectives promotion of new methods and instruments intended to boost performance is crucial.

In the last ten years, research have shown a connection in respect of psychological capital as well as performance of organization, employee happiness, and organizational commitment.

Positive psychological capital means ability deemed fundamentally motivating people, for achievement and consequent behavior in place of work. Positive psychological capital promotes positive methods, meanings, and outcomes. The positive aspects of people are hope, innovation, bravery, knowledge, responsibility, etc.—are the focus of psychological capital. Positive psychology is expected to contribute to and serve as the foundation for a lovely world if the positive human qualities are fully recognized.

The main ingredients required to create a psychological capital structure are the four core traits. Efficacy refers to one's impression or confidence in one's own talents, while optimism refers to a positive anticipation and is consequently less closely associated with one's real capacity. Hope means aspirations that directly affect how well a person performs at work. The last aspect of resilience is positive adaptation and the capacity to overcome difficulty.

Positive traits, whether individual or collective, may help build and preserve a positive psychological capital that is useful in both the workplace and daily life. Pleasant traits and beliefs will result in positive interactions and experiences.

Literature Review

A person's confidence in their capacity to succeed in pursuing the work's goals, as well as their willingness to accept obstacles with a positive outlook, are all characteristics of positive psychology. Ryan and coworkers, 2001. According to the definition given by Luthanz (2007), psychological capital refers to the good qualities and skills that workers, managers, and the overall culture of the business or firm possess. These qualities include self-assurance, hope, optimism, and resilience.

Bandura's (1997) says that idea of self-efficacy is sometimes referred to the confidence of an individual and a strong belief about his capability of doing a task successfully. Self-efficacy may be seen as an internal agent that controls how individuals carry out various activities and responsibilities in their lives.

According to Snyder (1991), hope is characterized as a road to achieving the objectives. The route is referred to as a strategy to accomplish desired objectives, while agency is a decision that guides the aims. Hope is energy directed toward one's own objectives and a path or other routes that lead one in the desired direction. To fulfill their employment needs, individuals might be motivated by hope.

A broad anticipation of a brighter future is what is meant by optimism (Kele, 2011). Positive thinking as well as wellness do keep favorable associations in respect of psychological capital (Hmieleski).

As briefly noted above, these four positive characteristics combine in a synergistic fashion, according to Bandura, making optimistic individuals more resilient and driven to cope with challenges in life. However, those who are self-assured may readily adapt and transmit their resilience and upbeat attitudes..

In order to convert these good behaviors to productivity in the rapidly globalizing world of today, firms should concentrate on the positive behaviors of their workforce. Because it gives individuals the chance for training and development, psychological capital may help people succeed.

Conceptual Model

According to research findings in the area of positive organizational behavior, psychological capital is made up of traits like optimism, self-efficacy, hope, and resilience.

In other words, it is apparent when several psychological factors are taken together (Avey, 2010). Positive psychology, including psychological capital, may thus be quantified in order to create management strategies based on them.

This concept states that individuals who anticipate high levels of self-efficacy, optimism, and resilience may

exhibit positive cognitive and behavioral traits, better motivation, more work satisfaction, greater organizational commitment, and high performance (Nelson, 2007).

Objectives

- To determine if psychological capital and commitment are significantly correlated or not.

Secondary Objectives:

- To determine if employee hope and organizational commitment are significantly correlated.
- To determine if employee self-efficacy and organizational commitment are significantly correlated.
- To determine if employee optimism and organizational commitment are significantly correlated.
- To determine if employee resilience and organizational commitment are significantly correlated.
- To determine if there is any meaningful association between certain psychological capital components and specific commitment components.
- To examine demographic information from the sample and draw conclusions on psychological capital and overall commitment.

Research Methodology

Questionnaire method

A questionnaire is a set of questions pertaining to a research work, systematically placed by the researcher for his respondents to fill in appropriate column as mentioned in the questionnaire related to self-confidence, hope, optimism and resilience, wherein 5 point Likert scale is used.

The population size is 200 respondents

The size of sample is 165

Sampling method is random sampling

For analysis of research SPSS statistical software Excel is use

The following questions are those that were part of the questionnaire but whose elimination would have improved the instrument's overall internal consistency and Cronbach's alpha, as seen in the above figure.

Regression Analysis

In order to determine the effect of psychological capital (an independent variable) on the total level of employee commitment, a multiple regression analysis has been conducted in this research (dependent variable).

Simple linear regression is expanded upon by multiple regression. When predicting the value of a variable based on the values of two or more other variables, this technique is used. The desired variabl

Hypothesis

H0:There is no significant relationship between employee self efficacy and organizational commitment.

H0:There is no significant relationship between employee resilience and organizational commitment.

Hypothesis Testing

Self Efficiency and Commitment

Model	ChangeStatistics					
	R Square	Change	F Change	df1	df2	Sig.F Change
1	.019	3.159		1	163	.077

Table no.1 Self Efficiency and Commitment

- Predictors:(Constant), Over all Self Efficacy Score
- Dependent Variable: Overall Commitment Score

Null hypothesis accepted

Resilience and Commitment.

Model	Change Statistics				
	R Square Change	F Change	df1	df2	Sig.F Change
1	.023	3.905		163	.050

Table no.2 Resilience and Commitment.

- Predictors:(Constant), Over all Resilience Score
- Dependent Variable: Over all Commitment

Null hypothesis accepted

Conclusion

The conclusion of the research is that the connection between psychological capital as well as commitment of employees are examined based on collected data in public sectors as well as private sectors of Shillong using the questionnaire approach. It was observed that there is no major relation between the sub aspects of psychological capital according to correlation analysis, which seeks to identify relationships between variables. Optimism has a favorable impact on organizational commitment, according to regression research that quantifies the impact of psychological capital subdimensions (self-efficacy, hope, resilience, and optimism) on commitment. Optimists' will to overcome obstacles in the workplace, persistence in accomplishing goals, evaluation of career chances, and favorable views regarding their employment and working circumstances may all be used to explain the positive association between optimism and organizational commitment.

Employees that have a high degree of commitment and psychological capital might be highly motivated. In this manner, they demonstrate their willingness to put in a lot of work on the organization's behalf. The organization will inevitably be surpassed as a result of this attempt. Welfare of employees has to be increased, effective communication has to be developed, a fair wage plan should be implemented, an organizational culture should be supported, an awards as well as punishment strategy has to be established. In order to maintain a strong commitment to the organization, the Human Resource department has to play a pivotal role and should be very effective.

The conclusion of research investigation is somewhat at odds with those of other overseas studies.

Naturally, their psychological capital will be impacted by the variations in institutional and non-institutional elements, among other things.

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