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Performance and Satisfaction. Fred Luthans and Bruce J. Avolio. Gallup Leadership Institute, Department of Management, University of Nebraska-Lincoln. James B. Avey. Department of Management, Central Washington University. Steven M. Norman. Department of Management, Mesa State ...

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Drawing from positive psychology constructs and empirical research, four psychological resources were determined to best meet the POB scientific inclusion criteria: Hope, Efficacy, Resilience, and Optimism and

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were termed by Luthans and colleagues as psychological Capital or PsyCap Positive In combination, the four constructs making up PsyCap were empirically determined to be a second-order ...

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Olcay Okun, The Positive Face of Human Capital, Psychological Capital, and Well-Being, Maintaining Social Well-Being and Meaningful Work in a Highly Automated Job Market, 10.4018/978-1-7998-2509-8.ch006, (145-170), (2020).

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capital). We simply use the term psychological capital here to represent individual motivational propensities that accrue through positive psychological constructs such as efficacy, optimism ...

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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

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facets, as well as a composite factor. Study 2 results indicated a significant positive relationship ...

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Definition and Measurement of

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Psychological Capital (PsyCap)

Psychological Capital is defined as “an individual’s positive psychological state of development” (Fred Luthans, et al., 2007) which is characterized by having high levels of HERO; the four elements of Hope, (Self-)Efficacy, Resilience, and Optimism.

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Psycap 101: Your Guide to

Increasing Psychological Capital

Psychological Capital. Psychological Capital (PsyCap) is one of the resources (or "capitals") that are required for organizations of all types seeking sustainable growth and competitive advantage. Other types of capital include human capital, social capital,

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and economic capital. Defined by Luthans and Carolyn M. Youssef, PsyCap is "an individual's positive psychological state of development ...

Psychological Capital Questionnaire - Wikipedia

Measuring Psychological Capital. The Psychological Capital Questionnaire

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(PCQ) [1] is widely recognized as the standard scale measuring PsyCap [2]. It was developed as a compound measure consisting of (modified) items from published scales for hope [3], optimism [4], resilience [5], and self-efficacy [6]. Predominantly, the PCQ was used in employee, manager and student samples [7], and its items are ...

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Performance Impact of Positive
Psychological Capital Fred Luthans,
James B. Avey, Bruce J. Avolio, Suzanne
J. Peterson Human Resource
Development Quarterly, vol. 21, no. 1,
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Psychological Capital Questionnaire (PCQ) - Assessments ...

The primary measure of PsyCap is the 24-item Psychological Capital Questionnaire, which asks respondents to describe how they feel ... Positive psychological capital: Beyond human and social capital. *Business Horizons*, 1, 45-50. Luthans, F., & Youssef, C. M.

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(2004). Human, social, and now positive psychological capital management ...

Psychological Capital | Quality Improvement Center for ...

This book draws from a foundation of positive psychology and recently emerging positive organizational behavior (POB). Its purpose is to

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introduce the untapped human resource capacity of psychological capital, or simply PsyCap. This PsyCap goes beyond traditionally recognized human and social capital and must meet the scientific criteria of theory, research, and valid measurement.

Psychological Capital: Developing

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Larson, M.D. Positive Psychological Capital : A Comparison with human and social capital and an analysis of a training intervention.A dissertation of The Graduate College at the University of Nebraska ;2004: 46-70. Luthans, F. Psychological capital: Implications for HRD, retrospective analysis, and future

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mental health [In Chinese]. Studies of
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specific contribution of human capital can be difficult.

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Laura M. Little, Janaki Gooty, and Debra L. Nelson Drawing upon recent research

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in positive psychology, a research stream entitled Positive Organizational Behavior (POB) has recently received much attention. POB has been defined by Luthans' (2002a, 2002b) as 'the

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