ABSTRACT

The role of psychological capital and transformational leadership in context of police services has not yet garnered much interest and the study of the concept of work-life balance for police services in India has never been addressed. This piece of research work has studied the relationship between the variable of psychological capital, transformational leadership and work-life balance with a sample size of 150. Using SPSS for correlational analysis, it was found that there was significant positive correlation between psychological capital & transformational leadership, and psychological capital & work-life balance. Hence, providing further empirical evidence for psychological capital as a construct that can be used to develop the human competitive edge. The correlational analysis also revealed significant positive relation between transformational leadership & work-life balance. The constructs of transformational leadership & work-life balance have a reciprocative effect on each other. Further, to study the role of psychological capital & transformational leadership in contributing to work-life balance, regression analysis was conducted using SPSS. The results provided for psychological capital to emerge as the strongest predictor of work-life balance. Additionally, through path analysis (AMOS), psychological capital was also seen to be partially mediating the relationship between transformational leadership & work-life balance.