CHAPTER-III

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Organizational commitment is, in a general sense, the employee's psychological attachment to the organization. It can be contrasted with other work-related attitudes, such as job satisfaction, defined as an employee's feelings about their job, and organizational identification, defined as the degree to which an employee experiences a 'sense of oneness' with their organization. Organizational commitment is defined as a state in which an employee identifies with a particular organization and its goals and wishes to maintain membership in the organization.

Review of related literature indicates that, various demographic variables (like -age, sex, educational qualification, employment status and current experiences etc.) are very important but do not contribute much to the organizational commitment and fail to account for substantial amount of variance in one’s perceptions of his or her organization. However, situations and major life event also influence organizational commitment but they do not have long term effect. Thus due to poor predictive power of external factors in determining organizational commitment, research have now been turning to internal factors such as job satisfaction, motivation, organizational occupation, stress, age, gender, job involvement and positive psychological capital that may influence organizational commitment. A few research findings reveal that positive psychological capacities influence organizational commitment component. Thus, indicate a need to extensively study relationship between different capacities of psychological capital and organizational commitment component. It is also evident from the available literature that most of the studies on Indian samples. This state of affair points to the need of more systematically designed studies on Indian population, so that may arrive at better generalization. So present problem was formulated following:-

Problem:

A Correlational Study of Positive Psychological Capital and Organizational Commitment.
Objectives:

Thus, to fill in the gap in knowledge, the present study was designed to fulfill the following objectives:-

(1) To investigate Positive Psychological Capital (Self-Efficacy/Confidence, Hope, Optimism and Resiliency) as a correlate of components of Organizational Commitment (Affective Commitment, Continuance Commitment and Normative Commitment).

(2) To identify various capacities of Positive Psychological Capital (Self-Efficacy/Confidence, Hope, Optimism and Resiliency) as predictors of Organizational Commitment (Affective Commitment, Continuance Commitment and Normative Commitment).

Hypotheses:

Keeping the pertinent literature in view, the investigator proposed following hypotheses:

(1) Positive Psychological Capital (Self-Efficacy/Confidence, Hope, Optimism and Resiliency) would significantly correlate with different components of Organizational Commitment (Affective Commitment, Continuance Commitment and Normative Commitment).

(2) Various capacities of Positive Psychological Capital (Self-Efficacy/Confidence, Hope, Optimism and Resiliency) would significant predict the criterion variables differently.

With this much background we may now pass on to chapter-IV dealing with design and methodology of the study.