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The present investigation aim to at studying the relationship between Positive Psychological Capital and Organizational Commitment. 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 of 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 the capacity of positive psychological capital and form of kind of 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 has been taken up entitled as “Correlation Study of Positive Psychological Capital and Organizational Commitment”

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) on 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.

For this purpose, a correlational research was conducted a sample of 100 (assistant and zonal area) managers who voluntary participated in the study was selected from two cities of Haryana (Bhiwani & Gurgaon) on the basis of their availability. The selected sample consisted of the respondents from various departments like – sales, finance, design, logistics, production, information-technology, security, sample departments etc. The age range of the sample was 25 to 55 years, and the mean age was 37.4.

Instrumentation:

After carefully reviewing the test, inventories and questionnaire, the following tools were chosen for the study because of the through developmental process to which they had been subjected and because they had been found to be reasonably reliable. Among the order factors taken into consideration in the section of the test were :- (1) the efficiency of the testy; (2) ease in administration and scoring; (3) the educational level for which the test was best suited; (4) the content of the test; (5) the suitability of the test to the objectives of the research.

Following tools were used in the present investigation,

i) Personal data blank sheet,

ii) Organizational Commitment Scale,

iii) Positive Psychological Capital Questionnaire.

All the subjects of the study were approached personally. The tests were administered either individually or in small groups of 2-3 individuals. When the subject(s) was (were)
comfortable and ready for testing, the following general instructions were given to subject(s), "I am going to give you a set of questionnaires in which there are questions regarding your personal data, habits, feelings, likes and dislikes. It is only meant for academic purpose and information provided by you will be kept confidential. The detailed instructions regarding each of the questionnaires are on the top of the first page of the questionnaire. Please read them carefully as they concern to you." Data of all the subjects was collected by applying the same procedure. The data was analyzed by following statistical methods using SPSS Software, Descriptive statistical analysis, correlational analysis and Stepwise multiple regression analysis.

The correlation analysis clearly indicates that various Positive Psychological Capacities are significantly associated with different components of Organizational Commitment. Self-efficacy/Confidence and Hope are significantly and positively correlated with all the components of Organizational Commitment. Resiliency and Optimism are significantly and positively correlated with all the components of Organizational Commitment except Normative Commitment. Overall Positive Psychological Capital is significantly and positively correlated with Organizational Commitment except Normative Commitment. In this way first hypothesis of the study which stated that various capacities of Positive Psychological Capital would significantly correlate to different dimensions (Affective Commitment, Continuance Commitment and Normative Commitment) of Organizational Commitment is partially verified. The stepwise multiple R analysis helped the investigator to identified significant predictors of Organizational Commitment and its components. The analysis revealed that Hope, a capacity of Positive Psychological Capital, significantly predictor Organizational Commitment specially Affective Commitment and Continuance Commitment, whereas Self-efficacy/ Confidence, a Positive Psychological Capacity, significantly predict Normative Commitment, a component of Organizational Commitment. Therefore, the second hypothesis of the study, which states that various capacities of positive psychological capital (self-efficacy/confidence, hope, resilience and optimism) would predict the different components of criterion variable significantly is partially proved and retained.

Thus, on the basis of correlational analysis and regression it is observed that Positive Psychological Capacities are significantly associated with Organizational Commitment. Especially predict an individual’s Organizational Commitment i.e. Affective Commitment and Normative Commitment.