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A Multi-Level Perspective

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Findings

The thesis consists of two studies and the objectives of the thesis are as follows: The first study of the thesis contributes to the PsyCap literature by undertaking a detailed meta-analysis of the PsyCap literature, which currently relies on an influential meta-analysis published more than a decade ago (Avey et al., 2011) for its basic building blocks. Therefore, based on Youssef-Morgan and Luthan's (2010) workplace integrative model, study one of the thesis presents a comprehensive meta-analysis of antecedents and outcomes of PsyCap, thereby providing a renewed effort to accommodate and synthesise PsyCap literature. The meta-analysis presented an organised review of the various PsyCap articles. By gathering, assessing, and organising the relevant literature, the meta-analysis presents an overview of the PsyCap theoretical idea. Moreover, it examines several empirical studies about the antecedents and consequences of PsyCap based on Youssef-Morgan and Luthan's (2010) model. Specifically, it aims to add to the field by assessing the outcomes of preceding research, highlighting similarities and differences across previous studies, and combining prior work and sources into a unified and complete understanding of PsyCap.

Finally, the second study of the thesis addresses some of the research gaps identified in the meta-analysis and contributes to the initial research on Team level PsyCap by identifying its antecedents such as team member exchange and perceived organisational support that lead to its formation. Moreover, the study also examined the consequences of team-level PsyCap such as team engagement, team innovativeness, and team commitment in an Indian organisational scenario.

The results of the two studies of the thesis are as follows: Firstly, study one of the thesis presents the most rigorous meta-analysis undertaken to date of empirical literature examining antecedents and outcomes related to psychological capital (PsyCap), and moderators of these relationships. The study investigated 14 positive and negative outcomes associated with PsyCap, as well as two antecedents and the impact of two moderators (cultural context of the sample and the scale used for measuring PsyCap). The analysis consisted of PsyCap research from 2007–2022 examining 372 studies and 1,44,182 participants, which is over three times as large as previous PsyCap meta-analyses. The present meta-analysis uncovered five new positive outcomes associated with PsyCap, such as employee trust, engagement, mindfulness, creativity, and work happiness. Moreover, the meta-analytical relationship between PsyCap and burnout was also tested for the first time. Collectively, these findings offer new and extended insights into the antecedents, outcomes, and moderators related to PsyCap, beyond previous meta-analyses.

Furthermore, in response to demands for further exploration of PsyCap at the group level and to address one of the research gaps identified in the meta-analysis, study two of the thesis investigated how the antecedents and consequences of team PsyCap functioned at the group level. The results provided evidence that all the hypothesised relationships were supported. Concerning the examination of factors that contribute to the development of team PsyCap, the findings supported the role of team member exchange and perceived organisational support. These findings imply that businesses should prioritise enhancing the shared efficacy, optimism, hope, and resiliency of work teams.