

Abstract of thesis entitled:

Validation of Measurement of Psychological Capital in the Chinese Setting

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Abstract

Following the upcoming trend of positive psychology, the construct of psychological capital (PsyCap), characterized by self-efficacy, hope, optimism and resilience, has gained increasing recognition among researchers and organizations as a tool to help develop and manage employees in today's workplace. The psychological capital questionnaire (Luthans et al., 2007) was the main instrument used to measure PsyCap but to date, the validation was conducted in the U.S.A. only. The purpose of the present study was to examine the validity of the measurement of PsyCap in the Chinese context. Chinese-specific components of graciousness and harmony, relevant in the Chinese work context, were proposed to be incorporated into the measurement. 283 Chinese employees participated in the study by filling in a questionnaire. Internal consistency of the scale scores was supported and results of confirmatory factor analysis also showed support for the second-order factor model of PsyCap composed of self-efficacy, hope, optimism and resilience. Consistent with the results of previous empirical studies, positive correlation between PsyCap and core self-evaluations as well as work outcomes such as job satisfaction and job performance were demonstrated. On the contrary, graciousness and harmony were only weakly correlated with the positive psychological states and their correlation with job satisfaction and job performance were also found to be weak. Despite this, graciousness and harmony could additionally explain around 5% of the variance for variation in job satisfaction when age, education level and job tenure are controlled. The theoretical contributions and practical implications, limitations and future directions of the present study were discussed in this paper.

摘要

近年來正向心理學(Positive Psychology) 的熱潮帶動了學術研究人員以及機構著力研究心理資本(Psychological Capital ; PsyCap)。心理資本包含了四項素質 - 自我效能(self-efficacy)、希望 (hope)、樂觀(optimism)及堅韌(resilience)，是被視為發展、培訓和管理員工的工具之一。用以量度心理資本程度的問卷 (Psychological Capital Questionnaire ; PCQ) 直到現在只在美國做過效度測試。本研究的目的旨在探討該問卷在華人社會的效度及測量學特性。華人社會尤其顯著的特質－和諧及寬容，亦被建議納入此問卷。本研究有 2 8 3 名華人員工參與調查。樣本調查的回覆得到了內部信度的支持。驗證性因子分析檢測結果也支持了具有四項特質的 PsyCap 的因素效度。跟過往的學術研究結果一致的是，PsyCap 和核心自我評價 (core self-evaluations)，工作滿意度(job satisfaction) 和工作表現 (job performance) 具有正面的相互關係。相反，和諧及寬容這兩項特質和心理資本所包含的四個素質只有很弱的相互關係，而它們跟工作滿意度和工作表現的相互關係也不強。雖然如此，和諧和寬容可額外解釋工作表現的變異大概 5 個百分點。最後，本文亦提及本研究對理論發展的貢獻、對機構的實際啟示，本研究的不足之處和未來研究方向。