

Abstract of thesis entitled:

Psychological Capital and Work Engagement: The Role of Organization-Based Self-Esteem and Self-Concordance

Submitted by Ng Chun Yin

for the degree of Master of Philosophy in Industrial-Organizational Psychology  
at The Chinese University of Hong Kong in August 2017

### **Abstract**

This study investigated the mediating role of organization-based self-esteem (OBSE) and the moderating role of self-concordance in the relationship between psychological capital (PsyCap) and work engagement. Using a moderated mediation framework, the model was tested with data from 196 Hong Kong full-time employees collected under a four-week time-lag design. Results showed that OBSE partially mediated the relationship between PsyCap and work engagement. Moderated mediation analysis further revealed that OBSE only mediated the relationship for employees with low self-concordance. Furthermore, the relationship between PsyCap and work engagement, controlling for OBSE, was only statistically significant for employees with high self-concordance. These findings suggest that OBSE and self-concordance represent key mechanisms in determining how PsyCap influences work engagement.

*Keywords:* psychological capital, work engagement, self-esteem, goal, self-concordance