

THE EFFECTS OF POSITIVE PSYCHOLOGICAL CAPITAL ON EMPLOYEE'S JOB SATISFACTION, ORGANIZATIONAL COMMITMENT, AND ABILITY COPING WITH STRESS

CEM ŐEN

BaŐkent University, Turkey

cem.sen@hotmail.com

İBRAHİM SANİ MERT

International Antalya University, Turkey

ibrahim.mert@antalya.edu.tr

OĐUZ AYDIN

Gaziantep University, Turkey

b.oguzaydin@gmail.com

Abstract

The aim of this study to explore the effects of organizational psychological capital on the main organizational result variables such as job satisfaction, organizational commitment, and ability coping with stress. Data were collected from 298 employees of a governmental organization and connected institutions in Ankara and Malatya/Turkey. The survey method was used by a questionnaire including Organizational Psychological Capital Scale, Job Satisfaction Scale, Organizational Commitment Scale, and Stress Scale with demographic information. Data collected from the questionnaires were analyzed with SPSS 20.0. The results showed that stress level ($r=0,288$; $p<0,01$) has a negative relationship with psychological capital; job satisfaction ($r=0,339$; $p<0,01$) has a positive relationship with psychological capital; and organizational commitment ($r=0,292$; $p<0,01$) has a positive relationship with psychological capital. In this context, increasing the employees' psychological capital increases job satisfaction and organizational commitment attitude of the employees, whereas decreases the level of stress that employees face.

Keywords: Psychological capital, self-efficacy, optimism, hope, resilience, stress, job satisfaction, and organizational commitment.

JEL classification: M12, M14