

The Relationship of Psychological Capital's Dimensions with Job Performance

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Abstract

The purpose of this study was to investigate the relationship of psychological capital's dimensions with job performance. The statistical population included all military personnel participating in excellent classic course, of which 76 employees selected by simple random sampling method. The instruments were Lutanz's Psychological Capital Inventory and Paterson's job Performance Questionnaire. The results of Pearson simple correlation coefficient showed that there is a positive and significant relationship between all dimensions of psychological capital and job performance. The results of regression analysis showed that only resiliency could predict job performance. It explained 15.8 percent of job performance Variance.

Keywords: psychological capital, job performance, self-efficacy, resiliency