

The Casual Relationship of Psychological Capital with Turnover Intention, Job Burnout and Job Performance: Mediating Role of Job Stress

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Abstract

The purpose of this study was to investigate the direct effect of psychological capital on turnover intention, job burnout and job performance and also mediating role of job stress in these relationships. The statistical population includes all employees of water and Energy Company in Gotvand city. Among them 182 were selected by simple random sampling method. The instruments used in present study consist of psychological capital, turnover intention, job burnout, job performance and job stress questionnaires. Fitness of the proposed model was examined through structural equation modeling (SEM). The indirect effects were tested by using bootstrap procedure in Macro program. The results supported the direct effects of psychological capital on turnover intention, job burnout, job performance and job stress, direct effects of job stress on turnover intention, job burnout and job performance, and indirect effects of psychological capital on turnover intention and job burnout through job stress. The results also showed that indirect effect of psychological capital on job performance through job stress was not significant. Generally, findings indicated that the proposed model fit the data.

Keywords: psychological capital, job stress, turnover intention, job burnout, job performance