

Organizational Support and Psychological Capital as Predictors of Adaptive Performance

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Abstract

The main purpose of this research was to investigate the relationship of organizational support and psychological capital with adaptive performance. Statistical population includes all employees of a private hospital in Isfahan. From this population, 212 employees were selected by convenience sampling method. Organizational support, psychological capital and adaptive performance questionnaires were used for data collection. Data were analyzed with Pearson correlation coefficients and stepwise regression analysis. The results showed that there is a significant positive relationship between psychological capital and adaptive performance. Moreover, results of regression analysis showed that the psychological capital was able to predict 13 percent of adaptive performance variance. Therefore, based on the results, it may be concluded that employees adaptive performance could be increased by improvement and development of psychological capital.

Keywords: organizational support, psychological capital, adaptive performance.