

Psychological capital and job satisfaction among school teachers



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Certificate of Approval

This is to certify that I have examined this copy of a Master's thesis by Erica Salina Kalim and have found that it is complete and satisfactory in all aspects, and that any and all revisions required have been made. It is accepted by the faculty of the department of Psychology, School of Social Sciences & Humanities, University of Management and Technology, Lahore in partial fulfillment of the requirement for the degree of MSC in Psychology.

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Declaration

I, Ms Erica Salina Kalim, ID No. 14004142008, student of MSC in the subject of Psychology, session 2014-2016, hereby declare that the material printed in this thesis titled “Psychological capital and job satisfaction among school teachers”. Is original work and has not been published or submitted as research work, thesis or publication in any form in any university, research institution etc in Pakistan or abroad.

Dated:

Signature of the declarer

Dedicated to my Grand Father

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Abstract

The study explored relationship between psychological capital and job satisfaction among teachers of government and private schools of Lahore, city of Pakistan. It was hypothesized that there will be a positive correlation between job satisfaction and psychological capital. It was also hypothesized that teacher's age and gender doesn't affect the level of job satisfaction.. The sample of the study included 100 teachers from government and hundred from private schools. The measures that used in this research were Psychological Capital Questionnaire (Luthans et al., 2007), Job Satisfaction Survey (Spector, 1985) and Demographics sheet. The demographic variables included respondent age, gender, education and their work experience. The tests the used in this study are correlation and t-test. Results revealed that there is a significant relationship between psychological capital and job satisfaction. Significantly positive relationship were also found out between hope and job satisfaction. Findings also revealed that age and gender does not affect job satisfaction. It also revealed that self-efficacy and optimism are positively correlated because both are learned components and teachers efficacy is positively correlated with their job satisfaction. Employees are important assets of an organization in order to get more benefits from employees it is necessary to keep them psychologically healthy. The managers should arrange seminars, workshops and counseling session to boost up their psychological capital.

Key words: Job satisfaction, Psychological capital, hope, optimism, resilience

Introduction

Psychological capital was introduced by Fred Luthan. Psychological Capital is positive psychological state of an individual mind. It is consisted of four elements i.e. optimism, Self-efficacy, hope, and resiliency. It is a positive state to motivate workers. Psychological capital leads to positive emotions and mindfulness and this leads to positive organizational change i.e. employees will be more cooperative and engaged in their work. According to Fredrickson`s (2003) employees who are low in psychological capital will be experiencing less positive emotions which would indulge in deviant behavior at work place and be less engaged in their work. Psychological capital is one of the main elements of an organization. Psychological capital supports mastery orientation. Such as optimism, confidence, hopeful thinking and resilient