

Positive psychological capital: A review article

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Introduction: The world is experiencing rapid and qualitative developments and changes in the fields of knowledge and its applications, as most knowledge organizations, including health institutions, seek, with various plans and means, to confront the major challenges, modern technological developments, and knowledge enrichment, keeping pace with the major updates taking place. This obliges the leaders of these organizations to the necessity of shifting towards modern, more flexible organizational patterns and ensuring that The availability of distinguished skilled people, their training, the development of their capabilities, and the development of their skills, while adopting management concepts that focus on intangible assets, or what is known as the term psychological capital, which appeared in the late nineties of the 20th century, as mentioned by the psychologist (Martin Seligman)) with the aim of focusing on the reproductive characteristics of the individual. In order to face challenges, develop his work, and excel in it, he must enjoy good psychological health. From the above, we see that the concept of positive psychological capital is a very important term in all aspects. As it stimulates all the positive qualities of the individual in order to accomplish his work and achieve prosperity in the individual's psyche, which positively affects the individual's work while performing his duties. Health and well-being in the workplace does not only mean paying attention to the basic needs of employees and encouraging them to make more efforts to achieve professional ambitions and overcome problems. The challenges and difficulties posed by the modern work environment mean fostering a healthy psychological climate that makes the work environment more positive, which reduces work pressures, brings out the best and the best from the capabilities of employees or crew, and leads to higher levels of performance.

key words : Positive , psychological , capital.

Hypotheses:-

Theoretical and applied literature on positive psychological capital

Introduction :

The concept of psychological capital is one of the modern concepts in the field of management, which has prompted many researchers to pay attention to trying to find answers to questions related to the extent of the positive impact of psychological capital on many fields, including management, psychology, and sociology... and its contribution to... To enrich this topic: In this chapter of our study, we will present a set of theoretical foundations related to positive psychological capital through two sections as follows:

Section One: Theoretical literature on positive psychological capital

Section Two: Previous Studies

The first topic :

. Theoretical and applied literature on positive psychological capital

The first requirement: basic concepts about positive psychological capital, its origin and development .

First: The concept of positive psychological capital and its importance Positive psychological capital

The concept of psychological capital in management has developed in several stages: (Mousa and Al-Karji, 2015: 89)

The first stage: Psychopathology was used to study human behavior at work, to help understand the psychological dysfunction that workers display in difficult work conditions characterized by weakness and tension.

The second stage: The concept of paying attention to the positive aspects of employees' organizational behavior developed with the aim of improving the efficiency and effectiveness of employees. The analysis of mental states and behavioral defects moved to paying attention to building social organizational behavior in what is known as positive psychology

The third stage: Proposed by (Joseph and Lutheran) The concept of psychological capital, whether as a structure, resembles a positive balance in positive characteristics and the impact of processes contributing to improving performance at work (as flow or processes). They considered it the primary contributor to achieving competitive advantage in organizations. We also see that positive psychological capital is the product of a current development whose roots go back to the movement of developments in positive psychology, which helped increase organizations'

interest in relative importance. The importance of positive psychological strengths and abilities in the effectiveness of human resources performance, as they have become the focus of studies, and psychology focuses on the position of strength in the psyche of the individual worker with the aim of overcoming the pressures to which he is exposed. It leads to mental health disorders.

Second: Expanding positive psychological capital for competitive advantage

The developments facing all fields today in the competitive global environment have been reflected in the expansion of the use of the term psychological capital to provide competitive advantages to organizations. This expansion of the term capital (economic, social, human and intellectual) is necessary to achieve competitive advantages, but it is not sufficient alone and must be linked together (Cavus & Gokeen, 2015:244). In addition, psychological capital has not received sufficient attention compared to other types of capital, and research supports the importance of developing psychological capital management in organizations to increase organizational effectiveness, productivity, and success in implementing organizational change (Al-Bardan, 2017: 5).

Psychological capital is also viewed as a resource to go beyond human capital (experience, knowledge, skills and abilities).

And social capital (relationships, communication networks and friends), as one must ask: Who are you? What can you become in the near future? The following figure shows the expansion of capital for competitive advantage.

Capital expansion for competitive advantage:

Luthans, F, Lythans, KW and Luthans, bT. (2004), "Positive psychological capital: Beyond human and social capital", Business Horizons, 47/1, January, p.46

Positive psychological capital	Social capital	Human capital	Traditional economic capital
Who are you	?Who do you know	what do you know	?What do you own
Self-efficacy hope Optimism flexibility	Relations Communications network friends	expertise to learn skills knowledge ideas	Finance Tangible assets (factory, data) Patents

Third: Definition of positive psychological capital

1. Psychologists define it as the personal qualities that contribute to an individual's productivity (Gohel, 2013:36).
2. Li Hua and Feng Li (2009) defined it as the core positive psychological factors (in general and the attitudes combined in the standards of positive organizational behavior (in particular), which go beyond the concept of human and social capital to achieve competitive advantage through developing the concept of (who you are). (Al-Hasani, 2013:5)
3. Al-Kardawi defined psychological capital as a set of positive psychological feelings that affect the employee and make him feel hopeful about achieving his goals and optimistic about his career future, and increase his ability to endure and return to his normal state if this happens. It is also his exposure to crises or problems within the work environment, while being convinced of his ability to do so. (Al-Kardawi, 2013: 759)
4. Luthans and colleagues defined it in 2007 as an evolving positive psychological state of the individual which is described as follows:
 - a. Having the confidence to make the necessary efforts to succeed in performing challenging tasks (self-efficacy)
 - b. The individual makes distinctive positive contributions regarding achieving success at the present time and in the future (optimism) and speech.
 - c. An individual's perseverance and pursuit of goals and adjusting paths when this is not the case in order to achieve the desired success (hope)
 - d. The individual's ability to endure and bounce back to his usual state when facing various problems and information in his pursuit of achieving goals (resilience) (Hoe & Janssen, 2016:20).

Therefore, positive psychological capital can be defined as those personal traits and positive feelings that an employee has at his work, which appear in:

- 1- His confidence in achieving success in performing his duties
- 2- His optimism to achieve success now and in the future
- 3- Feeling hopeful by moving toward goals and redirecting paths when necessary
- 4- Flexibility, or steadfastness, through the worker's ability to return to his normal state in the event of facing problems or difficulties

The importance of positive psychological capital:

There have been numerous studies that have addressed the importance of positive psychological capital on the individual worker and on the organization (Najm, 2010: 290) :

A- For the individual: The importance of positive psychological capital for the individual is represented in:

- a. Stability at work
- b. High level of employee job satisfaction
- c. Initiative at work
- d. High morale
- e. optimism
- f. Discipline and absence
- g. Openness to teamwork.

B- With regard to the institution: The researchers concluded that the institution's interest in developing psychological capital would:

- a. Reducing additional costs.
- b. Improving working relationships
- c. Take responsibility at work
- d. High level of performance among employees
- e. Accepting individuals' innovative initiatives
- f. Improving the organization's behavior in the field of social responsibility, work ethics, and corporate citizenship
- g. Better relationships with stakeholders
- h. Support the ability to competitive advantage.

Dimensions and characteristics of positive psychological capital

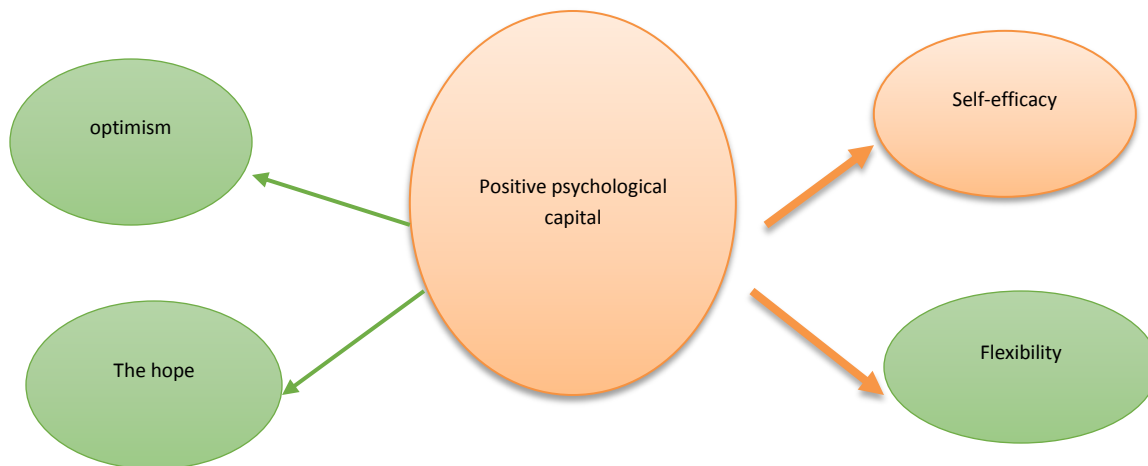
: First: Dimensions of positive psychological capital

Considering psychological capital as a new approach to human resources managementIt enables managers to exploit this concept and invest in positive psychological aspects instead of focusing on weaknesses. A set of dimensions of psychological capital were adopted, and their number was ten years ago, namely well-being, flow, humor, gratitude, tolerance, emotional intelligence, spirituality... However, most studies adopted four dimensions of psychological capital, which are hope, self-efficacy, optimism, and flexibility. . From measurable experimental studies, the rest of the dimensions were extracted from theoretical studies (Al-Bardan, 2017: 5) .

Among the studies that adopted the dimensions of positive psychological capital: self-efficacy, optimism, hope, and flexibility:

- a. The impact of positive psychological capital on the strategic performance of human resources management, an analytical study of the opinions of a sample of teachers at Al-Mustansiriya University / College of Engineering.
- b. Positive psychological capital, an intellectual perspective on the essential components and foundations of construction and development, Journal of Economic and Administrative Sciences, University of Baghdad.
- c. The relative contributions of psychological capital and emotional intelligence to job performance and psychological well-being, University of Montreal

Dimensions of positive psychological capital



Source: Prepared by the researcher

Self-efficacy (confidence): The famous psychologist Albert Bandura defined it as knowledge based on self-expectations about a person's ability to deal well with different situations and tasks. (Ahmed, 2017: 143)

As Linthos defines it: on the subordinate's belief and confidence in his abilities to mobilize the motivations, cognitive resources, and courses of events required to carry out a task within a specific context (Moussa and Al-Karji, 2015: 93)).

Lanthans and Larsen pointed out that an individual with high self-efficacy can be characterized by five important characteristics: (Saleh, 2016: 9))

- 1) The goal that refers to difficult duties
- 2) A clear goal, otherwise avoid it
- 3) Keep motivation at a high level, it is difficult to get bored
- 4) Perseverance despite facing various problems.
- 5) Determine the necessary actions, and avoid ineffective actions

Hence, self-efficacy can be defined as an individual's possession of confidence, openness to challenge, and intensifying efforts to succeed in difficult tasks.

Optimism (ptimism): The term optimism may be associated with the majority of individuals with a style of thinking that is characterized by positivity toward the future .

Optimism, according to Smith and his colleagues, is defined as the degree to which individuals possess a set of expectations for positive outcomes, as they believe that good things will happen to them in relation to their tasks, while Snyder presented three points of view to develop realistic optimism as follows: (Shi, 2013: 15)

- a. Forgiving the past: It is not denying the past or rejecting responsibilities. On the contrary, it is a reframing technique that makes it possible to know the truth of the situation and modify it.
- b. Evaluating the present: means translating an event or situation into a positive perspective
- c. Searching for opportunities for the future: It refers to the individual's ability to discover proactive action regarding future opportunities, taking into account his abilities and weaknesses.

Lutherans and his colleagues point out that optimists interpret bad events as temporary, while Pessimists explain bad events as permanent (Al-Anazi and Ibrahim, 2012: 15), As for areas of research in organizational psychology, Peterson stated that optimism is an objective assessment of what an individual can achieve in a given situation with the roles available, and optimism can vary based on that situation. At the leadership level, leaders with greater optimism are more likely to set alternative goals, have high motivation to achieve goals, and work to find ways to overcome obstacles that stand in the way of achieving goals. Hence the important role of optimism as one of the components of a leader's psychological capital, as it contributes to motivating his subordinates. To imitate the behavior of their leaders. (Pagoda et al., 2014: 145)

Through these definitions, we conclude that optimism is an individual's tendency to believe in achieving his goals and to believe in the best possible results in the future.

Hope : Hope is defined by (Lopez & Sneyder) as a state of positive motivation based on the interaction between several factors: goals, and the power of thinking, which is the energy directed by goals, which is considered the power of will through which goals can be achieved. And paths through planning to determine the means that were used to achieve the goals

(Cetin & Basim , 2012: 162)

As for Avi and his colleagues, they acknowledged that hope includes willpower, the strength of individuals and their determination to achieve their goals, and the strength of the path, that is, thinking about the ability to devise alternative paths and circumstantial plans to achieve goals. If you encounter obstacles. (Al-Anazi and Ibrahim)

And Y R Y (Envic) that hope is a desire accompanied by the expectation of achievement, and is a positive motivational state that includes ability and path. (Al Taeen, 2015: 15))

From the previous definitions, we can conclude that researchers have agreed that hope is a positive motivational state that is accompanied by the individual's ability to determine paths that invest his success in achieving the desired goals.

The main mechanisms of hope:

Systems theory discusses three main mechanisms of hope: (Albardan, 2017: 62)

- a. Goals: When it is necessary to set specific, achievable and measurable goals, decomposing complex, difficult or long-term goals into easily manageable sub-goals.
- B. Pathways: Refers to an individual's ability to generate and develop acceptable alternatives to achieve goals.

C. The power of thinking: It reflects the motivational aspect in the theory of hope, and the power of thinking appears specifically through the belief that the individual has the ability to start, persevere, and then reach goals in the end by following the paths he has traveled. hiring.

Resilience: The topic of resilience has been linked to psychotherapy, social psychology, and environmental sciences. The researcher (Kotto) believes that flexibility is not a good innate characteristic or a bad innate characteristic, but rather it is merely a skill and ability that leads its owner to be strong when exposed to pressure or major change (Gulab et al. Tain, 2015: 15).

The term resilience was used by the Lutherans, who defined it as the positive psychological abilities to bounce back from obstacles, uncertainty, conflict, failure, and even extreme positive changes, progress one makes, and increased responsibilities.

Couto's study suggests that highly resilient individuals have common traits: a firm acceptance of reality, a deep belief that life is meaningful, which is often underpinned by values the individual holds strongly, and an amazing ability to adapt to significant changes (yourself & luth ans, 2017: 774)

Principles of resilience: (Al-Anazi and Ibrahim, 2012: 22)

A- The principle of personal control: Over the past decades, many studies have indicated the need for people to believe that they have control over their lives, and that they have personal resources in order to achieve their goals. People with high levels of control have high levels of satisfaction and morality, and a tendency to live longer lives, and low levels of control. From depression, improving cognition, as well as improving the level of performance.

B- The principle of coherence: This principle explains to psychologists that individuals tend to search for answers to many questions. Psychologists call it cognitive behavior. It is the drive to know and remove uncertainty. This motivation is considered the basis for motivating all living beings. This behavior can be observed in disasters and crises when... people scream for food and water and at the same time ask questions related to their plight. They ask: Where is my family? Where is my house? ...They are therefore searching for answers to their questions, so we say that the principle of cohesion appears through improved determination, guidance, and understanding in the face of the most difficult times.

C- The principle of connection and communication: This principle is based on the fact that individuals who enjoy high levels of social connections enjoy better heart performance and nervous secretions, while socially isolated individuals suffer from the risk of disease and a poor level of endurance, because the social role helps reduce stressful experiences.

Distinguishing between the components of positive psychological capital

Contributions	Time orientation
Openness to challenges and intensifying efforts in pursuit of goals	Focus on the present and then from the present to the future
Providing goals and the desire to achieve them, as well as planning for their achievement	Focus on the future
Establishing barriers between the negative impact of undesirable incidents and future expectations with a positive tinge, and improving or capitalizing on the positive impact of desirable incidents.	The focus is on the future
Providing improvement or recovery from undesirable incidents in the past or present and overcoming the current situation	Focus on the past and then on the future

Prepared by the researcher:

Second: Characteristics of positive psychological capital: Based on studies that dealt with the concept of psychological capital, it was found that it has seven characteristics, which we summarize as follows: (Al-Bardan, 2017: 69)

a) Multidimensional positive psychological capital Psychological capital consists of four dimensions: self-efficacy, optimism, hope, and flexibility, and this is what the theory of confidence (hopfall) indicates.

b) Positive psychological capital is domain specific. This characteristic means that the individual may have a high level of psychological capital to achieve work goals, and in another area, such as the family, for example, psychological capital may be low in some of its dimensions.

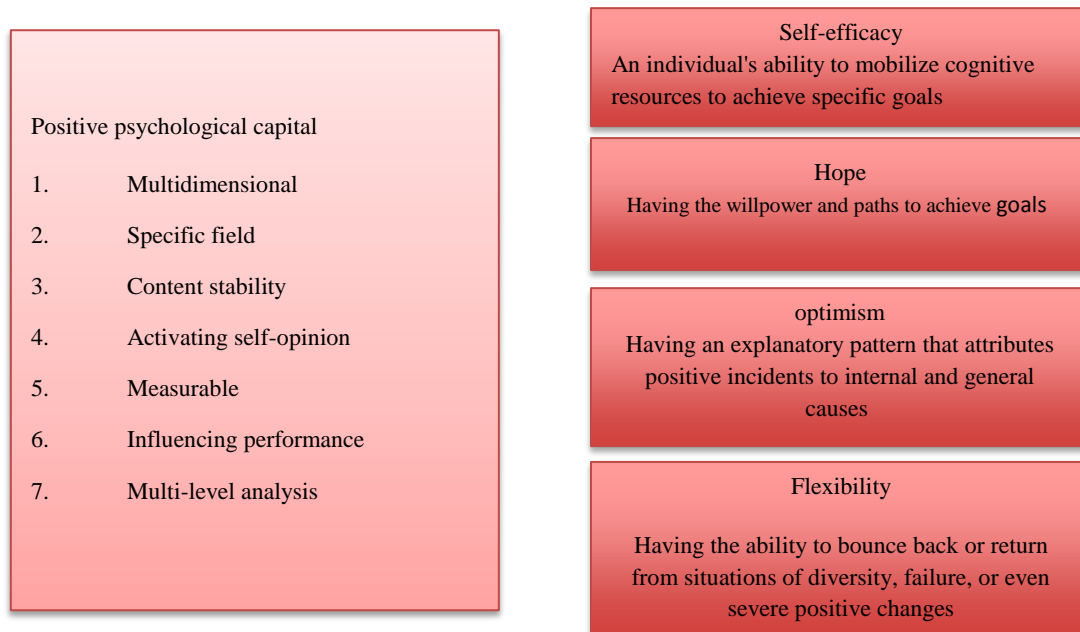
c) Content stability: Psychological capital is characterized by content stability, and this is confirmed by the results of trust and credibility in previous studies. It is more stable than emotions, but more open to expression than personality.

d) Activation of self-opinion Although some studies consider the evaluation of others as psychological capital, for example, the superior's evaluation of the subordinate, the basic activation of psychological capital stems from the self.

e) Measurability: Positive self-capital is characterized by its measurability. There are many tools currently used to measure it, which have been provided by research and studies, such as the study conducted by Luthans and his colleagues in 2007, where the measurement tool consisted of 24 statements, in addition to the brief tool presented by the study by Avi and his colleagues in 2010, which consisted of 12 statements, and the tool The most recent one, presented by Harms & Lathans, relies on implicit measurement of psychological capital rather than on a self-report questionnaire.

f) Impact on performance: Psychological capital is considered one of the determinants of performance, and many studies have examined the results that result from it being a positive and continuous term that is significantly related to employee performance.

g) Multiple levels of analysis: Positive psychological capital can be addressed at the individual or group level, as well as at the organization level. The following figure shows the dimensions and characteristics of positive psychological capital:



Studies that dealt with psychological capital:

First: Arabic Studies

The first study : The impact of positive psychological capital on the strategic performance of human resources management (Mousa and Karji, 2015: 105)

A study by Sabah Muhammad Musa, Sahar Ahmed Karaji, entitled The impact of positive psychological capital on the strategic performance of human resources management, an analytical study of the opinions of a sample of teachers at Al-Mustansiriya University, College of Engineering Within the framework of the Journal of Management and Economics, Issue 105, 2015, the study addressed the impact of psychological capital (self-efficacy, optimism, hope and flexibility) on the strategic performance of human resources management, which was expressed in the financial perspective, the customer perspective, the education and growth perspective, and the internal operations perspective. The study found a significant, statistically significant effect of psychological capital on the strategic performance of human resources management, but to varying degrees between the four dimensions of psychological capital. This confirms the necessity of management's interest in improving the level of all dimensions of psychological capital in order to achieve better strategic performance for resource management. Humanity. The research raised a campaign of questions that envied its problem, the most important of which are:. What are the intellectual foundations of the research topics and their variables. How can positive psychological capital be employed in the strategic performance of human resources management and determine the relationship and influence between them. The research was conducted at Al-Mustansiriya University / College of Engineering. It was Obtaining the necessary information through questionnaires prepared for this purpose, where the opinions of (70) members of the research sample of teachers at the aforementioned college were surveyed, representing 15% of the total number of (464). A set of statistical analysis tools were used in order to achieve the research objectives, choose its hypotheses, and verify the level of its model. Descriptive methods, arithmetic mean, standard deviation - relative importance, to determine the level of response of the sample members to the research variables, the level of dispersion, the answer to its arithmetic means, and the importance of the expression in application. Rank correlation coefficient (Spearman) To choose hypotheses for the relationship between research variables. Simple linear regression coefficient for selecting hypotheses The effect of the independent variable on the dependent variable. The research reached a set of conclusions, the first of which is the impact of positive psychological capital on the strategic performance of human resources management.

The second study: Positive psychological capital: an intellectual perspective on the basic components and foundations of construction and development. (Al-Enezi and Ibrahim, 2012: 31).

Journal of Economic and Administrative Sciences, Volume 18, Issue 65 (March 31, 2012), p. 1-31, University of Baghdad, College of Administration and Economics, Al-Anzi, Saad Ali Hamoud Al-Taie, Ibrahim, Khalil Ibrahim.

This research aims to explore the concept of positive psychology, adapted from positive psychology, and apply it in the workplace

Positive psychological capital has emerged as an extension of other types of capital, such as human capital and social capital. Positive psychological capital is defined as the positive psychological state of an individual that can be developed. It includes four main constructs: self-efficacy, optimism, hope, and resilience. Each of the four components has received significant research and theorization, which can contribute to developing integrated theoretical results for the concept. However, the stimulating effects of these components, when combined, will be broader and greater than the effect of any of them alone. The research adopted the descriptive approach by studying and analyzing references related to the topic, and then presented a set of conclusions and procedural proposals that can be prepared to motivate our organizations and their leaders to build this topic and consider it a part of their cultures.

The third study: The effect of job immersion on the relationship between psychological capital and the level of feeling of organizational pressure among workers in the government sector in Dakahlia Governorate (Al-Kardawi, 2013)

Dr.. Mustafa Mohamed Ahmed Al-Kardawi, Assistant Professor of Business Administration, Faculty of Commerce - Damietta University, Egypt. The aim of this research is to measure the mediating role that job isolation plays in the relationship that links the level of workers' psychological capital to their level of organizational congestion, through application to a sample of (384) individuals working in the government sector. In Dakahlia Governorate to (550) individuals with the aim of increasing the response rate to (95.60) after adding them to the total sample, and using the Health Equation Model (SEM) to measure the direct and indirect effects of workers' psychological capital on their level of feeling of organizational pressures. It is true that the level of job disorganization among employees plays a partial mediating role in the relationship of psychological capital with the level of employees' feelings of organizational congestion, and the presence of job disorganization in that relationship mitigates the negative impact of feelings of organizational congestion. Organizational crowding among employees, as the role of psychological capital in reducing their feeling of crowding increases in the presence of job disorganization than in its absence, as indicated by the results. There is a positive influence relationship between the psychological capital of workers on the level of their job organization, and there is a direct negative influence relationship between the job organization of workers and their level of sense of organizational celebration. In light of the research results, the researcher proposed a set of recommendations that could contribute to developing the psychological capital of employees. At the same time, you want to increase their level of professional organization, which will ultimately reduce their level of organizational crowding.

Foreign studies:

Study 1: The relative contributions of psychological capital and emotional intelligence to job performance and mental health (Xiao, 2013)

Shi Yan Xiao's study is entitled A Memorandum Submitted to the Master's Degree in Business Administration at the University of Montreal 2013. This study dealt with an experimental investigation of the percentage of influence of psychological capital and emotional intelligence on job performance and psychological comfort. The researcher found that there was a significant positive effect of self-efficacy and hope on job performance, as it obtained a greater percentage for the dimensions of optimism and flexibility, while the dimensions of optimism and flexibility had a greater effect on the psychological comfort of employees. The researcher concluded that psychological capital strongly determines job performance and emotional intelligence and is more closely related to psychological comfort.

Area of benefit from previous studies :

The most important areas of benefit from previous studies are that they contributed to enriching and preparing theoretical literature and formulating study hypotheses, in addition to:

Controlling the variables of the study, where the independent variable was the influence of positive psychological capital and the dependent variable was proactive work behavior

- a. Define key terms, including search keywords
- b. Diving or delving deeper into the topic
- c. Access to the various methods used in previous research, which allowed us to prepare the methodology used
- d. Were the questionnaire questions inspired by previous studies?
- e. Familiarity with the results obtained from previous studies, which enabled us to begin the current study.

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Previous studies :

Arabic

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- 16- A study by Dr. Mustafa Muhammad Ahmed Al-Kardawi An exploratory study of the opinions of faculty members at Ahl al-Bayt University (peace be upon them) from the third issue, volume seven, Al-Mahalla Al-Muthanna for Administrative and Economic Sciences for the year 2017, entitled "The relationship between positive psychological capital and organizational improvisation in the context of the entrepreneurial behavior of employees in educational institutions."
- 17- A field study, a doctoral dissertation specializing in business administration, prepared by Muhammad Fawzi Amin Al-Bardan, Faculty of Commerce, Sadat City University, Egypt, entitled "The role of psychological capital as a mediating variable in the relationship between authentic leadership and the workforce." Work connection...(Previous studies foreign).
- 18- Shi Yan Xiao's study entitled "The Relative Contributions of Psychological Capital and Emotional Intelligence to Job Performance and Psychological Comfort" A memorandum submitted for the Master of Business Administration degree at the University of Montreal 2013".