

**THE EFFECT OF PSYCHOLOGICAL CAPITAL
ON MACHINE OPERATORS' JOB PERFORMANCE**



HASITHA RATHNAYAKE

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**Department of Management
Faculty of Commerce and Management
Eastern University, Sri Lanka**



Abstract

The purpose of this research was to examine the level of Psychological Capital that exist within an organization and show the effect of Psychological Capital on Machine Operators' Job Performance. Psychological Capital play a significant role in building the employee job performance that supports the strategy. As the sample of 200 direct employees were selected by using stratified sampling technique from selected Brandix Apparel Solutions Limited, Wathupitiwala. Mainly, descriptive analysis, correlation and regression analysis methods were used to get findings.

The result shows that the level of Psychological Capital and Machine Operators' Job Performance is in high level at Brandix Apparel Solutions Limited, Wathupitiwala. Overall finding from this study, there is a strong positive relationship between Psychological Capital and Machine Operators' Job Performance at Brandix Apparel Solutions Limited, Wathupitiwala. Lastly, the regression analysis between Psychological Capital and Machine Operators' Job Performance indicated that 14.9% of total variance of Machine Operators' Job Performance was explained by Psychological Capital in Brandix Apparel Solutions Limited, Wathupitiwala.

Key words: Psychological Capital, Hope, Optimism, Resilience, Self-Efficacy, Employee Job Performance.

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