

**IMPACT OF PSYCHOLOGICAL CAPITAL ON JOB
PERFORMANCE OF THE NON-ACADEMIC OF EASTERN
UNIVERSITY AND UNIVERSITY OF KELANIYA**

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ABSTRACT

In the twenty first century every organization are operating in a very competitive environment and the operation practitioners have identified the need for having a sustainable competitive advantage. Therefore, Human Resource has become a sustainable competitive advantage and the employee performance is the key to increase organizational performance with the ultimate purpose of achieving its goals and objectives. Even though the organization has paid attention towards the employees, they have not been able to contribute to increase the organization overall performance as a result of low employees' performance.

The objective of the current study is to identify the extent to which Psychological Capital impact on Job Performance of the non-academic staff of Eastern University and University of Kelaniya. The current study hypothesized that there is a positive impact of Psychological Capital; its dimensions (Self Efficacy, Hope, Resilience and Optimism) on Employee Performance. A quantitative, deductive approach with a positive paradigm using a cross sectional survey strategy was used in the study. Standard 24 item Psychological Capital Questionnaire (PCQ) and Individual Work Performance Questionnaire was used as the research instrument. Employees were selected 100 per each university using the convenient sampling technique as the sample ($N = 200$) among the population of 1109 (Eastern = 351 and Kelaniya = 758) employees. Cronbach's alpha value ensured the reliability and validity of the questionnaire.

The data were analyzed using Mean, Standard Deviation, Correlation and Regression Analysis. Four dimensions of Psychological Capital and Psychological Capital as a core construct had a significant positive relationship with Employee Performance. The Stepwise Regression eliminated self-efficacy and hope from regression model since the impact of self-efficacy and hope on Job Performance is not significant of Eastern University and eliminated self-efficacy and resilience from regression model since the impact of both dimension on Job Performance is not significant of University of Kelaniya. In summary, the current study concludes that Psychological Capital impacts on Job Performance of non-academic staff of Eastern University and University of Kelaniya.

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