

Abstract

The present studies become aim to discover the connection among psychosocial correlates of psychological capital in bank employees. A correlational investigation design is utilized for the present study. The sample size of the study was 259 (177 males, 82 females). A purposive sampling strategy was used. Demographic information sheet, psychological capital scale, the passion scale, proactive personality scale, and affective commitment scale were administered as assessment tools. The results indicated that the function of psychological capital, work passion, organizational commitment, and proactive personality is accepted as there is a significant positive relationship between them, and their subscales are related to one another. It is also showing the correlation of Independent variable and dependent variables along with their subscales. The analysis explores that organizational commitment had a significant positive association with its subscales, a highly significant association with psychological capital and its subscales, a highly significant positive association with work passion, and a significant positive relationship with proactive personality. The findings also explored that the psychological capital, work passion, and proactive personality were a highly significant organizational commitment predictor. Results of direct effect revealed that psychological impact and work passion were significant positive predictors of organizational commitment. The result also revealed the indirect effect of work passion and detect that work passion was a significant mediator between psychological capital and organizational commitment.

Keywords: Psychological Capital, Work Passion, Organizational Commitment, and Proactive Personality.