

ABSTRACT

The current study was conducted to investigate the psychological outcomes of team psychological safety among employees of different HR work teams. The sample comprised 300 employees, among those 150 were male and 150 were female and the age range of participants was 25 to 60 years with ($M=36.87$, $SD=9.95$). The Team Learning and Psychological Safety Survey (Edmonson 1999) was used and the reliability of these scale was found satisfactory. The results indicated that team learning behavior and team efficacy were positively correlated with team psychological safety. Furthermore, team learning behavior was a significant good predictor of team psychological safety and team efficacy. Besides of this, team-efficacy was a mediator between team psychological safety and team learning behavior. Additionally, significant effects of age were found on team psychological safety. The results of the study also indicated that females prefer more team psychological safety and middle age male use team psychological safety to manage conflict. The study will have its implications that it would be beneficial for different industries and organizations.

Keywords: team psychological safety, team learning behavior and team-efficacy