

## Abstract

The present study is conducted to investigate the relationship between Psychological Capital, work engagement and organizational commitment among nurses of different hospitals in Pakistan. It also measure the predictive role of work engagement and organizational commitment on employee's job. Convenient sampling techniques was used. A sample of 175 participants, including (Male and Female Nurses of Lahore) was selected. The age range of the participants will be 18-65 years. A convenience sampling is being used in the study. Shaughnessy and Zechmeister (2000) suggest that it depends on the availability and readiness of the person to respond. This sampling technique comes with the concrete benefits of less time wasting and effective (Goodwin, 2004). The research participants were nurses from different hospitals situated in Lahore, Pakistan. The data collection consisted of a demographic sheet and three scales. The demographic information included the participants' gender, age, marital status, Job tenure and qualification.

Three scales were administered on participants, The Psychological Capital Questionnaire (PCQ) (Luthans et al., 2007), The Utrecht Work Engagement Scale (UWES) (Schaufeli et al., 2002) and The Organisational Commitment Questionnaire (OCQ) (Allen & Meyer, 1990). For statistical analysis, Manova was run on the data and the results indicated that the findings exhibited that Age effects the Psychological capital, work engagement and organizational commitment. This study also strengthens the findings of the past study. Another hypothesis of the study was that gender has no effects on the Psychological capital, work engagement and organizational commitment. This study aligned with previous studies that gender has no concern with the level of satisfaction and commitment among employees. Organizational Commitment was observed to be significantly associated with work engagement the regression model in this study find it to be the significant predictor of engagement.

The current research findings will assist all parties in the working environment and will help to pave the way of success of an organization. Also there must be intervention programs to develop the PsyCap of employees, so the company can reach the milestone with the productive workers.