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Psychological capital and work-related attitudes : the moderating role of a supportive organisational climate.

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Abstract

This study aimed to investigate the relationship between psychological capital and the work-related attitudes of job satisfaction and organisational commitment recognising the hierarchical nature of the data. This relationship was examined in light of a supportive organisational climate as defined by supervisor support which played the role of a moderator in this relationship. Data was gathered using a number of structured questionnaires which were distributed to employees via an online link. The Psychological Capital Questionnaire (Luthans, Youssef & Avolio, 2007), Organisational Commitment Questionnaire (Mowday, Steers & Porter, 1982), Warr, Cook and Wall's (1979) measure of job satisfaction and Eisenberger's (1986) adapted measure of supervisor support were administered. A total of 14 departments participated in the study and 50 employees completed the questionnaires. A Hierarchical Linear Model analysis (HLM) was used to analyse the data along with Pearson product moment correlations and a two-way ANOVA. Results indicated that psychological capital was related moderately and positively to job satisfaction but was not related to organisational commitment. Supervisor support was related to both job satisfaction and organisational commitment. Finally supervisor support moderated the relationship between psychological capital and job satisfaction but no interaction was found for the relationship between psychological capital and organisational commitment as moderated by supervisor support. This paper concludes with a discussion of the results, implications of the findings, limitations and directions for future research.

Keywords: Psychological capital, supervisor support, supportive organisational climate, job satisfaction, organisational commitment, hierarchical linear model