

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

References

- Aquino, K., Lewis, M. U., & Bradfield, M. (1999). Justice constructs, negative affectivity and employee deviance: A proposed model and empirical test. *Journal of Organisational Behavior*, 20, 1073-1091.
- Avey, J. B., Reichard, R. J., Luthans, F., & Mhatre, K. H. (2011). Meta-Analysis of the Impact of Positive Psychological Capital on Employee Attitudes, Behaviors and Performance. *Human Resource Development Quarterly*, 22(2), 127-152. doi: 10.1002/hrdq.20070
- Bakker, A. B., Schaufeli, W. B., Leiter, M. P., & Taris, T. W. (2008, July-September). Work engagement: An emerging concept in occupational health psychology. *Work & Stress*, 22(3), 187-200.
- Bakker, A., & Demerouti, E. (2007). The Job Demands-Resources Model: State of the Art. *Journal of Managerial Psychology*, 309 - 328.
- Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. *Psychological Review*, 84, 191-215.
- Bandura, A. (1997). *Self efficacy: The exercise of control*. New York, NY: Freeman.
- Bandura, A. (1998). Personal and collective efficacy in human adaptation and change. In J. G. Adair, D. Belanger, & K. L. Dion (Eds.), *Advances in psychological science* (Vols. 1 Personal, social and cultural aspects, pp. 51-71). Hove, UK: Psychology Press.
- Bandura, A. (2000). Exercise of Human Agency through Collective Efficacy. *Current Directions in Psychological Science*, 9, 75-78.
- Bandura, A., & Locke, E. A. (2003). Negative self efficacy and Goal Effects. *Journal of Applied Psychology*, 88(1), 87-99.
- Bangari, R. (2015, July-September). Re-Invigorating Outbound experiential Learning: Incorporating explorations into creativity, innovation, environmental complexity and

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- knowledge management in Teams. *Indian Journal of Training and Development*, 45(3), 7-21.
- Baron, R. A., & Neuman, J. H. (1996). Workplace violence and workplace aggression: evidence on their relative frequency and potential causes. *Aggressive Behavior*, 22, 161-173.
- Baumeister, R. F., Bratslavsky, E., Finkenauer, C., & Vohs, K. D. (2001). Bad is stronger than good. *Review of General Psychology*, 323-370.
- Beauregard, T. A. (2012). Perfectionism, self-efficacy and OCB: the moderating role of gender. *Personnel Review*, 41(5), 590-608. doi: 10.1108/00483481211249120
- Ben Shahar, T. (2006, Feb 9). Positive Psychology 1501.
- Bennett, R. J., & Robinson, S. L. (2000). Development of a Measure of Workplace Deviance. *Journal of Applied Psychology*, 85(3), 349-360.
- Bennett, R., & Marasi, S. (2015). Workplace Deviance. In J. D. Wright, *International Encyclopedia of the Social & Behavioral Sciences* (2 ed., Vol. 25, pp. 722–726). Oxford: Elsevier.
- Bies, R. J. (1989, April). Review: Organizational Citizenship Behavior: The Good Soldier Syndrome by Dennis W. Organ. *The Academy of Management Review*, 14(2), 294-297.
- Bies, R. J., & Tripp, T. M. (1998). Revenge in organizations: The good, the bad, and the ugly. In R. W. Griffin, A. O'Leary-Kelly, & J. M. Dysfunctional, *Monographs in organizational behavior and industrial relations* (Vol. 23, pp. 49-67). US: Elsevier Science/JAI Press.
- Borman, W. C., & Motowidlo, S. J. (1997). Task performance and Contextual performance: The meaning for Personnel Selection Research. *Human Performance*, 10(2), 99-109.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Borman, W., Motowidlo, S., Rose, S. R., & Hanser, L. M. (1986). *Development of a model of soldier effectiveness*. Minneapolis: Personnel Decision Research Institutes.
- Brief, A. P., & Motowidlo, S. J. (1986, October). Prosocial Organizational Behaviors. *Academy of Management Review, 11(4)*, 710-725.
- Brotheridge, C. M., & Grandey, A. A. (2003). Emotional labor and burnout: comparing two perspectives of “people work.”. *Journal of Vocational Behavior, 60*, 17-39.
- Brotheridge, C. M., & Lee, R. T. (2003). Development and validation of the Emotional Labour Scale. *Journal of Occupational Organizational Psychology, 365-79*.
- Burns, A. J., Posey, C., Roberts, T. I., & Lowry, P. B. (2017). Examining the Relationship of Organizational Insiders' psychological capital with information security threat and coping appraisals. *Computers in Human Behavior, 68*, 190-209.
- Cambridge Dictionary. (n.d.).
- <https://dictionary.cambridge.org/dictionary/english/metamorphosis>. Retrieved from <https://dictionary.cambridge.org>.
- Cappelli, P., Singh, H., Singh, J., & Useem, M. (2010). *The India Way: How India's Top Business Leaders are Revolutionizing Management*. Boston: Harvard Business School Publishing.
- Chimayananda, S. (2017). *Kathopanisad: A dialogue with Death*. Chennai: Chinmaya Prakashan.
- Chinmayananda, S. (1992). *The Holy Geeta*. Mumbai: Chinmaya Mission Trust.
- Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). Work Engagement: A Quantitative Review and Test of its relations with task and contextual performance. *Personnel Psychology, 64*, 89–136.
- Cooper, R. K., & Sawaf, A. (1997). *Executive EQ*. London: Orion.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Covey, S. (2004). *The Seven Habits of Highly Effective Teenagers*. London: Simon & Schuster.
- Crampton, S. M., & Wagner, J. A. (1994). Percept Percept inflation in microrganizational Research: An investigation of prevalence and effect. *Journal of Applied Psycholgy*, 79(1), 67-76.
- Csikszentmihalyi, M. (1990). *Flow*. New York: Harper Collins.
- Dalal, R. S. (2005). A Meta-Analysis of the Relationship Between Organizational Citizenship Behavior and Counterproductive Work Behavior. *Journal of Applied Psychology* , 90(6), 1241–1255.
- Davidson, L. (2012).
- <https://kelley.iu.edu/lifesciences/.../pharmaceutical%20industryaug12.doc>. Retrieved from https://kelley.iu.edu:
- <https://kelley.iu.edu/davidso/lifesciences/.../pharmaceutical%20industryaug12.doc>
- Deci, E. L., Olafsen, A. H., & Ryan, R. M. (2017). Self-Determination Theory in work organizations: The state of a Science. *The Annual Review of Organizational Psychology and Organizational Behavior*, 4, 19–43.
- Diener, E. (1984). Subjective well-being. *Psychological Bulletin*, 542-575.
- Diener, E., & Diener, C. (1996, May). Most People are Happy. *Psychological Science*, 7(3), 181-185.
- Dutton, J. E., & Sonenshein, S. (2009). Positive Organizational Scholarship. In S. Lopez, & A. Beauchamps, *Encyclopedia of Positive Psychology* (pp. 737-742). Chichester: Wiley Blackwell.
- Eagly, A., & Crowley, M. (1986). Gender and Helping Behavior: A Meta-Analytic Review. *Psychological Bulletin*, 100(3), 283-308.
- Epstein, R. (2000). *The Big Book of Creativity Games*. New Delhi: Tata McGraw Hill.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Erikson, E. H., & Joan, M. (1997). *The Life Cycle Completed: Extended Version*. New York: W. W. Norton.
- Fitness, J. (2000). Anger in the workplace: an emotion script approach to anger episodes between workers and their superiors, co-workers and subordinates. *Journal of Organizational Behavior*, 21, 147-162.
- Fox, S., Spector, P. E., & Miles, D. (2001). Counterproductive Work Behavior in response to stressors and organizational justice: Some mediator and moderator tests for autonomy and emotions. *Journal of Vocational Behavior*, 59, 291-301.
- Fredrickson, B. L. (2003). The Value of Positive Emotions. *American Scientist*, 91, 330-335.
- Fredrickson, B. L., & Joiner, T. (2002, March). Positive Emotions trigger upward spirals toward emotional Well being. *Psychological Science*, 13(2), 172-175.
- Fredrickson, B. L., & Losada, M. F. (2005). Positive Affect and the Complex Dynamics of Human Flourishing. *American Psychologist*, 60(7), 678-686.
- Frese, M., & Fay, D. (2001). Personal initiative: An active performance concept for work in the 21st century. In B. M. Staw, & R. M. Sutton, *Research in Organizational Behavior* (Vol. 23, pp. 133-187). Amsterdam: Elsevier.
- Garrett, H. E. (2014). *Statistics in Psychology and Education* (Indian ed.). New Delhi: David McKay Company.
- Giacalone, R. A. (1997). *Antisocial behavior in organizations*. THousand Oaks, CA: Sage Publications, Inc.
- Goleman, D. (2004). *Working with Emotional Intelligence*. London: Bloomsbury.
- Gosselin, J. T., & Maddux, J. E. (2003). Self-Efficacy. In M. R. Tangney, *Handbook of Self and Identity*. New York: The Guilford Press.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Graham, J. W., & Van Dyne, L. (2006). Gathering Information and Exercising Influence: Two Forms of Civic Virtue Organizational Citizenship Behavior. *Employee Responsibilities and Rights Journal*, 18, 89–109.
- Grandey, A. A. (2003). When “the show must go on”: surface and deep acting as predictors of emotional exhaustion and service delivery. *Academy of Management Journal*, 46(1), 86-96.
- Grandey, A. A., & Gabriel, A. S. (2015). Emotional Labor at a Crossroads: Where Do We Go from Here? *Annual Review of Organizational Psychology and Organizational Behavior*, 323-49.
- Grandey, A. A., Dickter, D. N., & Sin, H.-P. (2004). The customer is not always right: customer aggression and emotion regulation of service employees. *Journal of Organizational behavior*, 25(3), 397- 418.
- Gupta, M., Mussarat, S., & Reddy, P. K. (2017). Impact of psychological capital on organizational citizenship behavior: Mediation by work engagement. *Journal of Management Development*, 36(7), 973-983.
- Hall, C., Lindzey, G., & Campbell, J. (1998). *Theories of personality*. Wiley.
- Hämmig, O. (2018). Explaining burnout and the intention to leave the profession among health professionals – a cross-sectional study in a hospital setting in Switzerland . *BMC Health Services Research*, 18, 785. doi:10.1186/s12913-018-3556-1
- Harms, P., & Luthans, F. (2012). Measuring implicit psychological constructs in organizational behavior: An example using psychological capital. *Journal of Organizational Behavior*, 33, 589-594.
- Hobfoll, S. (2002). Social and Psychological Resources and Adaptation. *Review of General Psychology*, 6(4), 307–324.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Hochschild, A. R. (1983). *The managed heart: Commercialization of human feeling.* Berkeley, CA: University of California Press.
- Hogan, J., & Hogan, R. (1989). How to measure employee reliability. *Journal of Applied Psychology*, 74(2), 273- 279.
- Holaday, M., & McPherson, R. W. (1997). Resilience and Severe Burns. *Journal of Counseling and Development*, 75(5), 346-356.
- Hur, W.-M., Rhee, S.-Y., & Ahn, K.-H. (2016). Positive psychological capital and emotional labor in Korea: the job demands-resources approach,. *The International Journal of Human Resource Management*, 27(5), 477-500.
doi:10.1080/09585192.2015.1020445
- International Monetary Fund. (2019, January 23).
<https://www.imf.org/external/datamapper/PPPSH@WEO/OEMDC/ADVEC/WEOWORLD/ATG/BGD>. Retrieved from https://www.imf.org:
<https://www.imf.org/external/datamapper/PPPSH@WEO/OEMDC/ADVEC/WEOWORLD/ATG/BGD/IND>
- Isen, A. M., Daubman, K. A., & Nowicki, G. P. (1987). Positive Affect Facilitates Creative Problem Solving. *Journal of Personality and Social Psychology*, 6, 1122-1131.
- Jakobčič, A. (2006). https://commons.wikimedia.org/wiki/File:Snakecube_1.jpg. Retrieved from www.wikimedia.org:
https://commons.wikimedia.org/wiki/File:Snakecube_1.jpg
- Jakobčič, A. (2006, May 1). https://commons.wikimedia.org/wiki/File:Snakecube_2.jpg. Retrieved from www.wikimedia.org:
https://commons.wikimedia.org/wiki/File:Snakecube_2.jpg

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Jex, S. M., & Beehr, T. A. (1991). Emerging theoretical and methodological issues in the study of work-related stress. *Research in Personnel and Human Resources Management*, 9, 311-365.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33, 692-724.
- Kahn, W. A. (1992). To be fully there: Psychological presence at work. *Human Relations*, 321 - 349.
- Kalam, A. P., & Tiwari, A. (1999). *Wings of Fire: An autobiography*. Hyderabad: Universities Press.
- Kapil, K., & Rastogi, R. (2017, October). Job embeddedness and work engagement as predictors of job performance. *Journal of Strategic Human Resource Management*, 6(3), 28-33.
- Katz, D. (1964). The motivational basis of organizational behavior. *Behavioral Science*, 9, 131-146.
- Katz, D., & Kahn, R. L. (1978). *The Social Psychology of Organizations* (2nd ed.). New York: Wiley.
- Kidder, D. L., & McLean Parks, J. (2001). The good soldier Who is s/he? *Journal of Organizational Behavior*, 22, 939-959.
- King, E. B., George, J. M., & Hebl, M. R. (2005, June). Linking Personality to Helping Behaviors at Work: An Interactional Perspective. *Journal of Personality*, 73(3), 585-608. doi:10.1111/j.1467-6494.2005.00322.x
- Kolb, D. R. (1984). *Organizational Psychology*. Englewood Cliffs: Prentice Hall.
- Kumar, M. M., & Shah, S. A. (2015, October – December). *The International Journal of Indian Psychology*, 3(1).

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Lala, R. M. (2009). *Finding a purpose in Life: 26 people who inspired the world*. New Delhi: Harper Collins.
- Lamont, S., Brunero, S., & Perry, L. (2015, 6). *Workforce needs its own care plan*. Retrieved from www.nursingreview.com.au:
<http://www.nursingreview.com.au/2015/06/workforce-care-plan/>
- LePine, J. A., Erez, A., & Johnson, D. E. (2002, Feb). The nature of Dimensionality of organizational citizenship behavior: A critical review and meta-analysis. *Journal of Applied Psychology*, 87(1), 52-65. doi:10.1037/0021-9010.87.1.52
- Levin, P. F., & Isen, A. M. (1975, March). Further Studies on the Effect of Feeling Good on Helping. *Sociometry*, 38(1), 141-147.
- Locke, E. A. (1976). The nature and causes of job satisfaction. In M. Dunnette, *Handbook of Industrial and Organizational Psychology* (pp. 1297-1349). Chicago: Rand-McNally.
- Lodahl, T. M., & Kejner, M. (1965). The definition and measurement of Job involvement. *Journal of Applied Psychology*, 49, 24–33.
- Luthans, F. (2002). Positive Organizational Behavior: Developing and Managing Psychological Strengths. *Academy of Management Executive*, 16(1).
- Luthans, F. (2002). The Need for and Meaning of Positive Organizational Behavior. *Journal of Organizational Behavior*, 23(6), 695-706.
- Luthans, F. (2011). *Organisational Behavior*. New York: McGraw Hill.
- Luthans, F., & Youssef, C. M. (2004). Human, social and now positive psychological capital management: Investing in people for competitive advantage. *Organizational Dynamics*, 33(2), 143-160.
- Luthans, F., Avey, J. B., & Patera, J. L. (2008, June). Experimental Analysis of a Web-Based Training Intervention to Develop Positive Psychological Capital. *Academy of Management Learning & Education*, 7(2), 209-221.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

Luthans, F., Avey, J. B., Avolio, B. J., Norman, S. M., & Combs, G. M. (2006).

Psychological Capital Development Towards a microintervention. *Journal of Organizational Behavior*, 27, 387-393. doi:10.1002/job.373

Luthans, F., Avolio, B. J., Avey, J. B., & Norman, S. (2007). Positive Psychological Capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology*, 60, 541-572.

Luthans, F., Avolio, B., Walumbwa, F. O., & Li, W. (2005, July). The Psychological Capital of Chinese Workers: Exploring the Relationship with Performance. *Management Review, Management and Organization*, 1(2), 249-271.

Luthans, F., Youssef, C. M., & Avolio, B. J. (2007). *Psychological Capital: Developing the Human Competitive Edge*. Oxford: Oxford University Press.

Luthans, F., Youssef-Morgan, C. M., & Avolio, B. J. (2015). *Psychological Capital and Beyond*. Oxford New York: Oxford University Press.

Lyubomirsky, S., Sheldon, K. M., & Schkade, D. (2005). Pursuing Happiness: The Architecture of Sustainable Change. *Review of General Psychology*, 9(2), 111-131.

Maddux, J. E., & Lewis, J. (1995). Self-efficacy and adjustment: Basic principles and issues. In J. E. Maddux, *The Plenum series in social/clinical psychology. Self-efficacy, adaptation, and adjustment: Theory, research, and application* (pp. 37-68).

Madgavkar, A., & Woetzel, J. (2018, October 11). *Opinion: The critical role of outperforming emerging economies in poverty reduction*. Retrieved from Devex.com.

Mann, S. (1999). *Hiding what we feel, faking what we don't: Under-standing the role of your emotions at work*. New York: Harper- Collin.

Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. *Annual Review of Psychology*, 52, 397-422.

Maslow, A. (1954). *Motivation and personality*. New York: Harper and Row.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Maslow, A. (1970). *Motivation and Personality*. New York: Harper & Row.
- Masten, A. S. (2001). Ordinary magic: Resilience process in development. *American Psychologist*, 56(3), 227-239.
- Masten, A. S., & Reed, M. J. (2002). Resilience in Development. In C. R. Snyder, & S. J. Lopez, *Handbook of Positive Psychology* (pp. 117-131). New York: Oxford University Press.
- Meyers, Woerkro, V., & Bakker. (2012).
- Morris, A. J., & Feldman, D. C. (1997, Fall). Managing Emotions in the Workplace. *Journal of Managerial Issues*, 9(3), 257-274.
- Motowidlo, S. J., Borman, W. C., & Schmit, M. J. (1997). A Theory of individual differences in task and contextual performance. *Human Performance*, 10(2), 71-83.
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14, 224-247.
- Näring, G., Briët, M., & Brouwers, A. (2007). Validation of the Dutch Questionnaire on Emotional Labor (D-QEL) in Nurses and Teachers. In J. M. P. Richter, & W. B. Schaufeli, *Psychosocial resources in human services work* (pp. 135-145). München: Hampp Publishers.
- O'Leary-Kelly, A. M., Griffin, R. W., & Glew, D. J. (1996). Organization-motivated aggression: a research framework. *Academy of Management Review*, 21, 225-253.
- Organ, D. W. (1988). *Organizational Citizenship Behavior: The Good Soldier Syndrome*. Lexington: Lexington Books.
- Organ, D. W. (1997). Organizational citizenship behavior: it's construct clean-up time. *Human Performance*, 10(2), 85-97.
- Parker, S. (1998). Enhancing role breadth self efficacy: The roles of job enrichment and other orgazational interventions. *Journal of Applied Psychology*, 83, 835-852.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Patel, R. (2010). *Working the Night Shift: Women in India's Call Centre INdustry*. Stanford: Stanford University Press.
- Pawelski, J. O. (2016). Defining the ‘positive’ in positive psychology. *Journal of Positive psychology*, 339-356. doi:10.1080/17439760.2015.1137627
- Penney, L. M., & Spector, P. (2008). Emotions and counterproductive work behavior. In N. M. Ashkanasy, & C. L. Cooper, *Research companion to emotion in organizations* (pp. 183-196). Chetennam: Edward Elgar.
- Penney, L. M., & Spector, P. E. (2005, Nov). Job Stress, Incivility, and Counterproductive Work Behavior (CWB): The Moderating Role of Negative Affectivity. *Journal of Organizational Behavior*, 26(7), 777-796.
- Peterson, C. (2000). The Future of Optimism. *American Psychologist*, 55(1), 44-55.
- Peterson, C. (2006). *A primer in positive psychology*. Oxford, UK: Oxford University Press.
- Peterson, S. J., & Luthans, F. (2003). The positive impact and development of hopeful leaders. *Leadership & Organization Development Journal*, 24(1/2), 26-31.
- Pfeiffer, W. J., & Jones, J. E. (1969). *A Handbook of Structured Experiences for Human Relations Training* (Vol. 1). Iowa: University Associates Press.
- Podsakoff, P. M., & MacKenzie, S. B. (1997). Impact of Organizational Citizenship Behavior on Organizational Performance: A review and suggestions for future research. *Human Performance*, 10(2), 133-151.
- Podsakoff, P. M., MacKenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). Organizational Citizenship Behaviors: A Critical Review of the Theoretical and Empirical Literature and Suggestions for Future Research. *Journal of Management*, 26(3), 513-563.
- Porter, M. E. (2004). *Competitive Advantage: Creating and sustaining asuperior performance*. London: Free Press.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Posdakoff, P. M., & MacKenzie, S. B. (1994, Aug). Organizational Citizenship Behaviors and Sales Unit Effectiveness. *Journal of Marketing Research*, 31(3), 351-363.
- Qiu, T., & Peschek, B. S. (2012, August). The Effect of Interpersonal Counterproductive Workplace Behaviors on the Performance of New Product Development Teams. *American Journal of Management*, 12(1), 21-33.
- Raghuram, S., Wiesenfeld, B., & Garud, R. (2003). Technology enabled work: The role of. *Journal of Vocational Behavior*, 63, 180-198.
- Richardson, G. E. (2002). The Metatheory of Resilience and Resiliency. *Journal of Clinical Psychology*, 58(3), 307-321.
- Robert, M. (1982). The Conflict Management Style Survey. In W. J. Pfeiffer, & L. D. Goodstein, *The 1982 Annual for Facilitators, Trainers and Consultants* (pp. 83-87). San Diego California: University Associates.
- Robinson, S. L., & Bennett, R. J. (1995). A typology of deviant workplace behaviors: a multidimensional scaling. *Academy of Management Journal*, 555-572.
- Rogers, C. (1951). *Client-centered therapy: Its current practice, implications and theory*. London: Constable.
- Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation social development and well-being. *American Psychologist*, 55(1), 68-78.
- Ryan, R. M., & Deci, E. L. (2001). On happiness and human potentials: a review of research on hedonic and eudaimonic well-being. *Annual Review of Psychology*, 52, 139-170.
- Salami, S. O. (2010). Job stress and counterproductive workplace behavior: negative affectivity as moderator. *The Social Sciences*, 5(6), 486-492.
- Schaufeli, W. B., & Bakker, A. B. (2010). The conceptualization and measurement of work engagement. In A. B. Bakker, & M. P. Leiter, *Work engagement: A handbook of essential theory and research* (pp. 10-24). New York: Psychology Press.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Schaufeli, W., & Bakker, A. (2003). *UWES Utrecht Work Engagement Scale Preliminary Manual*. Retrieved from https://www.wilmarschaufeli.nl/publications/Schaufeli/Test%20Manuals/Test_manual_UWES_English.pdf
- Scheier, M. F., & Carver, C. (2011). Optimism. In C. S. Snyder, S. J. Lopez, & J. T. Pedrotti, *Positive Psychology: The scientific and practical explorations of Human Strengths* (pp. 180-183; 353-381). Los Angeles: Sage Publications.
- Scheier, M. F., & Carver, C. S. (1987). Dispositional optimism and physical well being: The influence of generalized outcome expectancies on health. *Journal of Personality*, 55, 169-210.
- Seligman, M. E. (1998). *Learned Optimism*. New York: Vintage Books.
- Seligman, M. E. (1999). The president's address. *American Psychologist*, 53, 559–562.
- Seligman, M. E. (2011). *Flourish*. London: Nicholas Brealey.
- Seligman, M. E., & Csikszentmihalyi, M. (2000). Positive psychology: An introduction. *American Psychologist*, 55, 5-14.
- Sherer, M., Maddux, J. E., Mercandante, B., Prentice-Dunn, S., Jacobs, B., & Rogers, R. W. (1982). The Self Efficacy Scale: Construction and Validation. *Psychological Reports*, 51, 663-671.
- Shifren, K., & Hooker, K. (1995). Stability and Change in Optimism: A Study among Spouse Caregivers. *Experimental Aging Research*, 21(1).
- Sibbet, D. (2010). *Visual Meetings: How graphics, sticky notes and idea mapping can transform group productivity* (Indian reprint ed.). New Delhi: Wiley.
- Sinha, J. (2008). *Culture and Organizational Behavior*. New Delhi: Sage Publications.
- Skarlicki, D. P., & Folger, R. (1997). Retaliation in the workplace: the roles of distributive, procedural, and interactional justice. *Journal of Applied Psychology*, 82, 434-443.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Snyder, C. R. (1989). Reality negotiation: From excuses to hope and beyond. *Journal of Social and Clinical Psychology, 8*, 130-157.
- Snyder, C. R. (2000). The past and possible futures of hope. *Journal of Social and Clinical Psychology, 19*(1), 11-28.
- Snyder, C. R. (2002). Hope Theory: Rainbows in the Mind. *Psychological Inquiry, 13*(4), 249-275.
- Snyder, C. R., Sympson, S. C., Ybasco, F. C., Borders, T. F., Babyak, M. A., & Higgins, R. L. (1996). Development and validation of state hope scale. *Journal of Personality and Social Psychology, 70*, 321-335.
- Spector, P. E., & Fox, L. (2002). An emotion centered model of voluntary work behaviour: Some parallels between counterproductive work behaviors and organizational citizenship behaviors. *Human Resource Management Review, 12*, 269-292.
- Spector, P. E., & Fox, S. (2005). The stressor emotion model of counterproductive work behavior. In S. Fox, & P. Spector (Eds.). Washington, DC: American Psychological Association.
- Spreitzer, G. M., & Cameron, K. S. (2011). A Path Forward: Assessing Progress and Exploring Core Questions for the future of positive organizational scholarship. In G. M. Spreitzer, & K. S. Cameron, *The Oxford Handbook of Positive Organizational Scholarship*. New York: Oxford University Press.
- Stajkovic, A., & Luthans, F. (1998). Social cognitive theory and self efficacy: Going beyond traditional motivational and behavioral approaches. *Organizational Dynamics, 26*, 62-74.
- Steel, R. P., & Lounsbury, J. W. (2009). Turnover process models: Review and synthesis of a conceptual literature. *Human Resource Management Review, 19*, 271-282.
- Sugar, S., & Whitcomb, J. (2006). *Training Games*. Alexandria VA USA: ASTD Press.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Sufan, T. S. (2016). The Impact of Organizational Climate and Psychological Capital on Organizational Citizenship Behavior. *International Journal of Business and Management*, 11(1).
- Super, D. E., Savickas, M. L., & Super, C. (1990). A life span, life space approach to career development.
- Tennen, H., Affleck, G., & Tennen, R. (2002). Clipped Feathers: The Theory and Measurement of Hope. *Psychological Inquiry*, 13(4), 311-317.
- Thiagarajan, S. (2007, November). www.thiagi.com/game-list-test/?rq=play%20for%20performance. Retrieved from www.thiagi.com: thiagi.net/archive/www/pfp/secondSudokuSolveAlone.pdf
- Thiagarajan, S. (2007, November). www.thiagi.com/game-list-test/?rq=play%20for%20performance. Retrieved from www.thiagi.com: thiagi.net/archive/www/pfp/secondSudokuSolveInTeams.pdf
- Thomson Reuters. (2012). <https://financial.thomsonreuters.com>. Retrieved from https://financial.thomsonreuters.com.
- Timms, C., & Brough, P. (2013). I like being a teacher. *Journal of Educational Administration*, 51(6), 768 - 789.
- Tugade, M. M., Fredrickson, B. L., & Barrett, L. F. (2004, Dec). Psychological Resilience and Positive Emotional Granularity: Examining the Benefits of Positive Emotions on Coping and Health. *Journal of Personality* , 72(6), 1161–1190.
- Van den Broeck, A., De Cuyper, N., De Witte, H., & Vansteenkiste, M. (2010). Not all job demands are equal Differentiating job hindrances and job challenges in the Job Demands-Resources model. *European Journal of Work and Organizational Psychology*, 19(6), 735-759. doi: 10.1080/13594320903223839

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Vivekananda Vedanta network. (2003-2017). <http://vivekananda.org/readings.asp>. Retrieved 2012, from <http://vivekananda.org/>: <http://vivekananda.org/readings.asp>
- Wagnild, G. M., & Young, H. M. (1993). *Journal of Nursing Management*, 165-178.
- Wang, Y., Ying, C., Jialiang, F., & Wang, L. (2012). Work-family conflict and burnout among Chinese female nurses: the mediating effect of psychological capital. *BMC Public Health*, 12:915.
- Watson, D., & Clark, L. A. (1984). Negative affectivity: The disposition to experience aversive emotional states. *Psychological Bulletin*, 96, 465-490.
- Watson, D., Clark, L. A., & Tellegen, A. (1988). Development and validation of brief measures of positive and negative affect: The PANAS scales. *Journal of Personality and Social Psychology*, 54, 1063-1070.
- Williams, L. J., & Anderson, S. E. (1991). Job satisfaction and organizational commitment as predictors of organizational citizenship and in-role behaviors. *Journal of Management*, 17, 601–617.
- Wright, T. A., & Quick, J. C. (2009). Special Issue: The emerging positive agenda. *Journal of Organizational Behavior*, 147-336.
- www.statista.com/statistics/737996/average-voluntary-staff-turnover-by-industry-india/. (2018, November). Retrieved from www.statista.com:
<https://www.statista.com/statistics/737996/average-voluntary-staff-turnover-by-industry-india/>
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management*, 14, 121-141.
- Youssef, C. M., & Luthans, F. (2007, October). Positive Organizational Behavior in the Workplace. *Journal of Management*, 33(5), 774-800.

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

- Youssef, C. M., & Luthans, F. (2007). Positive organizational behavior in the workplace: the impact of hope, optimism, and resilience. *Journal of Management*, 33, 774-800.
- Zetsche, D. (2017). <https://www.daimler.com/documents/investors/annual-meeting/daimler-ir-am-speechzetsche-2017.pdf>. Retrieved from [https://www.daimler.com:](https://www.daimler.com: https://www.daimler.com/documents/investors/annual-meeting/daimler-ir-am-speechzetsche-2017.pdf)