## **List of Tables**

Table 2-1 Research design of the study
Table 2-2 Sample breakup in different sectors
Table 2-3 Age wise distribution of employees in the sample
Table 2-4 Distribution of males and female employees in the different sectors in the sample67
Table 2-5 Sector wise distribution of work experience of employees in their current
organization68
Table 2-6 Educational background of the employees in the study
Table 2-7 Description of tools used in the study
Table 4-1 Analysis Plan
Table 4-2 Relationship between PsyCap Dimensions and Workplace Behaviours and
Workplace Emotions
Table 4-3 Contribution of PsyCap Dimensions on Organizational Citizenship Behavior 184
Table 4-4 Contribution of PsyCap components to Organizational Citizenship Behavior in
Industrial and Commercial Services Sector
Table 4-5 Contribution of PsyCap components to Organizational Citizenship Behaviour in
Manufacturing goods sector
Table 4-6 Contribution of PsyCap Components to Organizational Citizenship Behavior in
Healthcare sector
Table 4-7 Contribution of PsyCap Components to Organizational Citizenship Behavior in
Pharmaceutical and Medical Research sector
Table 4-8 Effect of PsyCap Dimensions on Counterproductive Workplace Behaviors 190
Table 4-9 Contribution of PsyCap components to Counterproductive Workplace Behavior in
Industrial and Commercial Services sector

## DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

Table 4-10 Contribution of PsyCap components to Counterproductive Workplace Behaviors
in Manufacturing goods sector
Table 4-11 Contribution of PsyCap components to Counterproductive Workplace Behaviors
in Healthcare sector
Table 4-12 Contribution of PsyCap components to Counterproductive Workplace Behaviors
in Pharmaceuticals and Medical Research sector
Table 4-13 Effect of PsyCap Dimensions on Work Engagement
Table 4-14 Contribution of PsyCap components to Work Engagement in Industrial and
commercial Services sector
Table 4-15 Contribution of PsyCap Components to Work Engagement in Manufacturing
Goods sector
Table 4-16 Contribution of PsyCap components to Work Engagement in Healthcare sector
Table 4-17 Contribution of PsyCap components to Work Engagement in Pharmaceutical and
Medical Research sector
Table 4-18 Effect of PsyCap Dimensions on Emotional Labor
Table 4-19 Contribution of PsyCap Components to Emotional Labor in Industrial and
Commercial Services Sector
Table 4-20 Contribution of PsyCap components to Emotional Labor in Manufacturing Goods
sector
Table 4-21 Contribution of PsyCap components to Emotional Labor in Healthcare sector .204
Table 4-22 Contribution of PsyCap components to Emotional Labor in Pharmaceutical and
Medical Research sector
Table 4-23 Difference between employees high and low in PsyCap in workplace Emotions
and workplace behaviors

## DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

Table 4-24 Effect of interventions on control group and intervention group	209
Table 4-25 Effect of the Intervention on PsyCap Efficacy	211
Table 4-26 Effect of Intervention on Hope	213
Table 4-27 Effect of the intervention on PsyCap Resilience	214
Table 4-28 Effect of the intervention on PsyCap Optimism	216
Table 4-29 Effect of the intervention on Helping component of OCB	218
Table 4-30 Effect of the intervention on Sportsmanship	220
Table 4-31 Effect of the intervention on Civic virtue	221
Table 4-32 Effect of the intervention on Interpersonal Counterproductive Workplace	
Behaviors	223
Table 4-33 Effect of the intervention on Organizational Counterproductive Workplace	
behavior	225
Table 4-34 Effect of the intervention on Vigor	227
Table 4-35 Effect of the intervention on Dedication	229
Table 4-36 Effect of the intervention on PsyCap Absorption	231
Table 4-37 Effect of the intervention on Surface Acting	232
Table 4-38 Effect of the intervention on Deep Acting	234
Table 4-39 Effect of the intervention on Emotional Consonance	235
Table 4-40 Effect of the intervention on Emotional Suppression	236
Table 4-41 Differences in PsyCap and its dimensions across different age groups	238
Table 4-42 Difference in WE and its components across age groups	239
Table 4-43 Difference in EL and its components across age groups	240
Table 4-44 Difference in OCB and its components across age groups	241
Table 4-45 Differences in CWB and its components across age groups	242
Table 4-46 Effect of Work Experience on PsyCap and its components	243

## DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

Table 4-47 Effect of Work Experience in OCB and its components	.244
Table 4-48 Effect of Work Experience in CWB and its components	.245
Table 4-49 Effect of Work Experience on WE and its components	.246
Table 4-50 Effect of Work Experience in EL and its components	.247
Table 4-51 Difference in PsyCap and its dimensions and OCB, CWB, WE and EL across	
gender	.248
Table 4-52 Effect of Sector on PsyCap.	.249
Table 4-53 Effect of Sector on OCB.	.250
Table 4-54 Effect of Sector on CWB	.251
Table 4-55 Effect of Sector on WE	.252
Table 4-56 Effect of Sector on EL	253