

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

List of Figures

Figure 1-1 The Change in focus in Positive Psychology	9
Figure 1-2 Why does an employee exhibiting OCB get a positive rating?	32
Figure 1-3 The Extrinsic Motivation Continuum as per SDT	40
Figure 1-4 Conceptual Model.....	46
Figure 2-1 Pie chart showing the distribution of employees across different sectors..	66
Figure 2-2 Pie chart showing age distribution of employees.....	67
Figure 2-3 Flowchart of steps in the procedure in the present study	80
Figure 3-1 Solution of creating three squares out of twenty-four matchsticks.....	136
Figure 3-2 Solution of creating three squares out of twenty-four matchsticks.....	136
Figure 3-3 One of the solutions that could be generated by a team.....	138
Figure 4-1 Mean scores of the Intervention module on PsyCap Efficacy	213
Figure 4-2 Mean scores of the Intervention module on PsyCap Hope	215
Figure 4-3 Mean scores of the Intervention module on PsyCap Resilience	216
Figure 4-4 Mean scores of the intervention module on Optimism	217
Figure 4-5 Mean scores of the intervention module on Helping	219
Figure 4-6 Mean scores of the Intervention module on Sportsmanship	221
Figure 4-7 Mean scores of the intervention module on Civic Virtue	222
Figure 4-8 Mean scores of the Intervention module on Interpersonal Counterproductive Workplace Behaviors	224
Figure 4-9 Mean scores of the Intervention module on Organizational Counterproductive Workplace Behaviors	225
Figure 4-10 Mean scores of Intervention module on Vigor	227
Figure 4-11 Mean scores of the Intervention module on Dedication	229
Figure 4-12 Mean scores of the intervention module on PsyCap Absorption.....	230

DEVELOPMENT OF MODULE ON PSYCHOLOGICAL CAPITAL

Figure 4-13 Mean scores of the Intervention module on Surface Acting.....	231
Figure 4-14 Mean scores of the intervention module on Deep Acting.....	233
Figure 4-15 Mean scores of the intervention module on Emotional Consonance.....	234
Figure 4-16 Mean scores of the intervention module on Emotional Suppression.....	235