

Psychometric Properties of Reflective Constructs; Psychological Capital and Organizational Citizenship Behavior towards the Environment

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As an outgrowth of the extended seminal works much of the scholarly concentration focus on the positive psychology of the work place or positive organizational behaviour. Consequently, attention was drawn on psychological movements at the macro or organizational level and individual movements less examined though it improves the efficiency and the effectiveness of the organization. Likewise, more research studies on psychological capital and organizational Citizenship Behaviour towards environment (OCBE) centred on western context and the testing of the goodness of measure of these variables in Sri Lankan context relatively scant. Therefore, the general objective of this paper is to validate the conceptualization of psychological capital and OCBE in Sri Lankan Context. Data were collected through the survey method by using adapted questionnaires from 196 public sector utility employees in Sri Lanka. As per the discussion mainly, two core criteria were employed as reliability and validity to confirm the goodness of the measures of the constructs. Internal reliability and composite reliability scales were commonly work out to assessed construct reliability of the intended constructs. Convergent validity achieved through Average Variance Extracted and factor loadings. Discriminant validity evaluated by assessing the cross loadings, Fornel-Larcker criterion, and Heterotrait- Monotrait Ratio of correlation (HTMT). All validity and reliability indicators including items' loadings, composite reliability, and average variance extracted (AVE), and square roots of the AVE and HTMT correlations have demonstrated higher coefficients confirming the reliability and validity of the study constructs. Therefore, findings demonstrated that the psychological capital and OCBE constructs could be used for potential researchers in Sri Lankan context for their future studies. The PLS 03 data analysis technique added more value in this study providing significant contribution theoretically and methodologically by validating and conceptualizing the concepts.

Keywords: *Psychological capital, Organizational Citizenship Behaviour towards Environment, Measurement, Reliability, Convergent Validity, Discriminant Validity*

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