

Impact of Psychological Capital on Job Performance; Mediating Role of Job Satisfaction among Retail Industry Employees in ABC Company Sri Lanka.

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This study aims to identify how the psychological capital of non-executive level employees affected their job performance and mediating role of job satisfaction in the ABC Company in retail industry of Sri Lanka. One hundred and fifty-two employees who work in the ABC Company in the Colombo district of Sri Lanka were sampled using the simple random sampling technique. A questionnaire was administered among the non-executive level employees to measure their psychological capital, job performance and job satisfaction. The collected data were analyzed using correlation coefficient and regression analysis. Psychological capital, job satisfaction, and performance are all interdependent in an organizational setting, according to the study's main conclusions. Given the positive correlations between these factors, it stands to reason that programs are designed to boost employees' emotional health, sense of purpose at work, and general mood in the office should lead to better productivity. These findings throw light on important questions for Human Resources Management strategy, highlighting the significance of creating a pleasant workplace to maximize employee happiness and, by extension, organizational performance.

Keywords: *Psychological Capital, Job Performance, Job Satisfaction*

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