

To Study And Measure The Impact Of Demographic Variables On Psychological Capital In Indian Banking Sector

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Abstract

The well being of the individual has significant impact on the organizational success and it affects different domains of the life of an individual. The emerging concept of Psychological Capital studies the attitude, behaviour and performance of an individual at various levels in the organization. The Indian banking sector is witnessing a high level of competition and work pressure which further put the need of positive behaviour and employee engagement. Psychological Capital four dimensions viz. hope, optimism, self-efficacy and resilience which increase the positive behaviour and employee engagement in the organization. In this study a data of 474 employees working at different managerial levels in banking sector was collected to analyze the impact of demographic variables on Psychological Capital. The results showed that the demographic variables of age, gender and marital status has positive impact on psychologicalcapital and its dimensions among the employees working in banking sector in India.

Keywords: Psychological Capital, Banking Sector, Well Being, India.