

Organisational Support towards greater Individual and Collective Psychological Capital and Organisational Thriving

Evelina Savickaitė-Kazlauskė, Dr. Rita Bendaravičienė

Vytautas Magnus University, Lithuania

Abstract

This research studies the links between individual and collective Psychological Capital (PsyCap), which encompasses self-efficacy, hope, resilience, and optimism, as well as organisational thriving, focusing on perceived organisational support's role in this relationship. We conducted a cross-sectional study collecting data from 408 participants across various industries in Lithuania. Specifically, our aim was to explore the relationships between Perceived Organisational Support for Strength Use (POSSU) and Deficit Correction (POSDC), strength use behaviour (SUB) and deficit correction behaviour (DCB) to evaluate their effect on both individual and collective PsyCap towards the greater organisation's capacity to thrive. Our correlational analysis demonstrates significant relationships between POSSU and both kinds of PsyCap, emphasising the significance of self-efficacy and hope in perceiving support. Furthermore, a robust correlation between POSSU and organisational thriving indicates that supporting practices could be essential in helping organisations to thrive, which could mean practical implications for managers to use a more holistic approach in a work setting that encourages people both to utilise their strengths and address their weaknesses to improve individual and collective Psychological Capital (PsyCap), however, with a higher emphasis on strength use support. Although limited to a cross-sectional design, this study adds to the field of Positive Organisational Behaviour by addressing the scientific gap to understand the aforementioned relationships better, and future research could explore them more profoundly by doing longitudinal studies to comprehend the mechanism of the dynamics and address the limitations of this study.

Keywords: Perceived Organisational Support for Strength Use, Perceived Organisational Support for Deficit Correction, Strength use Behaviour, Deficit Correction Behaviour, Self-efficacy