

INFLUENCE OF PSYCHOLOGICAL CAPITAL OF EMPLOYEES IN TECHNOLOGY ENTERPRISES AT GUANGDONG IN CHINA

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ABSTRACT—The acquisition and maintenance of their competitive advantages is a subject that corporate managers, academic researchers who care about corporate management, and even government departments should be faced. People have to pay attention to the positive, stateful, and developable psychological elements that employees exhibit in the working environment, growth and development process. This psychological factor has input-output characteristics, which is conducive to the improvement of individual work performance and meets the Psychological Resources criteria for active organizational behavior. Thereby helping companies gain new competitive advantages. On this basis, I used strict item screening procedures and project analysis methods, EFA, CFA and other quantitative means, innovatively obtained the high-level structure of five-dimensional psychological capital which is Hope, Optimism, Resilience, Authenticity and Forgiveness of the employees in Guangdong Technology enterprises. The structure was further validated in the following 432 valid samples of 43 technology companies in Guangdong Province. The results show that the five-dimensional high-order psychological capital structure has good discriminant validity and convergence validity, and its reliability coefficient reaches the psychological measurement standard.

Keywords: Organizational support, Job input, Performance

I. INTRODUCTION

Effective human resource management faces the challenge of requiring new thinking and new approaches. Psychological Capital (PsyCap) (Luthans, F., Luthans, K., Luthans, B., 2004; Luthans & Youssef, 2004) It came into being under such circumstances, and it provided a new vision for the theoretical and practical circles to enhance the competitiveness of enterprises. Dr. Luthans, Former President of the Psychology Association, proposed that in today's ultra-competitive environment, different organizations compete for the same kind of excellent human resources, and information flows rapidly between different organizations and even different industries. In this case, it is increasingly difficult to meet or exceed performance requirements (Luthans, F., Youssef, C. M. Avolil, B. J., 2008a).

Luthans et al (2004) think that in today's environment, the need for flexibility, change, market response speed, and the effective development and management of employees' knowledge, experience and skills (human capital) are key success factors for companies to maintain performance; However, mediocre performance

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maintenance is not enough to maintain the sustainable development of enterprises. To obtain sustainable competitive advantages, enterprises need to pay attention to the positive psychological ability of employees, the measurable, developable and positive performance-oriented characteristics of psychological capital. Accumulated, renewable, and difficult to imitate, this nature is another important source of competitive advantage. Under the paradigm of talent warfare, the focus of organizational work is to compete for scarce, non-renewable resources, which will be eliminated, exhausted, and lost sooner or later in competition; on the contrary, psychological capital is renewable, complementary, and even has a synergistic effect. A person's psychological capital determines to a large extent what kind of person you are, what you believe you can do, what you will do, and what kind of person you can be. It can be said that most organizations do not fully realize the full potential of their human resources.

At the same time, enterprises have to face the characteristics of dynamic personnel. High turnover rate, pursuit of continuous improvement and steep learning curve have become the typical characteristics of working environment today. (Luthans et al., 2008a). After years of development, China has completed the transition from an industrial power to an industrial power. More Chinese companies have shifted their energy to the research and development of independent products. Industrial upgrading and economic transformation have become the top priority of future development. Small and Medium-sized Enterprises (SMEs) start from their own reality, running in small steps with high speed, with Fast iteration, and opened up a new innovation road with low-cost inputs to achieve high returns (Haour.G. & Zedtwitz.VM, 2017). As a new force for the state to promote "Made in China" to "Create in China", technology-based SMEs promote the research and development of new technologies to commercial applications.

II. PROBLEM STATEMENT

this research focuses on the field of human resource management, using active organizational behavior and active psychology to explore new ways for Guangdong Technology enterprises to create competitive advantages for employees. Therefore, based on the literature discussion, this study will use qualitative and quantitative scientific methods to study the following issues:

In the study of four-element psychological capital structure, a large number of empirical studies at the beginning (Jensen, 2003; Larson & Luthans, 2006; Jensen & Luthans, 2006; Avey et al., 2006; Avey, 2007; Luthans et al., 2007; Youssef & Luthans, 2007), all of which are carried out by the Dr. Luthans team in the United States; In China, the initial empirical study of psychological capital (Luthans, F., Avolio, B.J., Walumbwa, F.O. and Li, W., 2005; Zhong Lifeng, 2007b; Tian Xizhou, XieJinyu, 2010b; Tian Xizhou, XieJinyu 2012, etc.) is also a direct reference to the concept definition and scale of Luthans et al. (2005) from Gallup organization in the United States. In Snyder and Tennen (2000, cited by Ren Jun, 2006, P342), in the analysis of 100 positive psychology documents published in the United States in 1998, 75.6% of their subjects were white. African Americans are 18.9%, Spaniard Americans are 4.6%, Asians are 2.8%, and others are 1.8%. Presenting the "white values" orientation. So many scholars joked that positive psychology is "the map of the world in the eyes of New Yorkers." The birth and development of the theory of psychological capital, under the strong advocacy of Luthans' research team, has made good progress in cross-cultural research. Such as Dalla Rachman-Moore

(2006) in Israel for lawyers;McMurry, Pirola-Merlo, Sarros and Islam (2010) in Australia;Woolley, Caza and Levy (2011) in New Zealand;Liu.Y (2013) research on the life insurance industry in Taiwan;Ngo, Loi, Foley (2013) for research on different occupational workers in Hong Kong, China;Abbas, Raja and Darr's research in Pakistan; Rani, K.E (2015) on the study of unemployed youth in India;Lorenz, Beer, Pütz, &Heinitz, (2016) a study carried out among German student groups;Totawar and Nambudiri (2014) research on Indian service industry; research conducted by Yomna.M.S (2018) in Egypt. China is a country of collectivist culture, distinguished from the highly personalistic United States. Moreover, the context of social relations in collectivist culture is highly complex, in which individual functions have a highly complex daily experience.

To adapt it better, it eventually leads to the form of complex personality patterns (Yang Guoshu, 2006). Guangdong is a province with a relatively developed economy, a high degree of openness, and a gathering of outstanding national talents. Based on it, this study believes that under the Chinese cultural background, especially in Guangdong , the mental capital structure of Technology enterprise employees has its own uniqueness. It should be different from the psychological capital structure of the West. This is the first question to be explored in this study.

III. LITERATURE REVIEW

Psychological capital theory is an emerging theory for organizational human resource management. Its theoretical basis is positive psychology and active organizational behavior.

1.Positive psychology

The theory of psychological capital originated from the famous positive psychology movement. Professor Seligman, who has the title of the father of positive psychology, claimed to have a conversation with his young daughter during his tenure as president of the American Psychological Association and gave him a sense of positive psychological theory. At that time, my daughter told him: "On my fifth birthday, I decided not to complain, it is one of the hardest things I can do. If I can stop complaining, you can not lose your temper" (Seligman & Csikszentmihalyi, 2000 ; Seligman, 2003).Seligman thus realized that educating children or studying ordinary people is not trying to focus on trying to correct their mistakes, but to guide them in identifying their own excellent qualities and specialties (Seligman & Csikszentmihalyi, 2000).At the same time, Professor Fredrickson, who is known for his positive sentiment, claims that positive psychology is not just about making us happy. It has ambitious goals that expand our intellectual, physical and social resources (Seligman, 2003).Inspired by these two things, Seligman launched and led psychologists to analyze the achievements of the mental illness treatment model in the more than 50 years after World War II, and found that most of the psychology research focused on negative methods. Including clinical psychologists focusing on the diagnosis and treatment of mental illness, social psychology focuses on the prejudice, illusion, deficiency and dysfunction of human behavior, while paying little attention to the growth, cultivation and self-realization of healthy individuals. According to Luthans's (2002a) classification of modern psychology, nearly 200,000 published articles deal with mental illness, of which 80,000 are stressful, 65,000 are about anxiety, and 20,000 are about fear. Ten thousand articles involved anger, but only 1,000 articles discussed people's positive behaviors and concepts, even though the training and opinions of modern psychologists are based on the epitome of traditional

epistemology. Over the years, looking at positive perspectives has been doubts, doubts and rejections. On this basis, Seligman and other psychologists have called for psychology research to pick up two missions that have been forgotten: to help healthy people become happier; Discover and cultivate people with extraordinary talents (Seligman & Csikszentmihalyi, 2000; Smith, M. B., 2003; Luthans et al, 2008a; Luthans & Youssef, 2004). This evokes a theoretical and practical study of positively positioned concepts such as traits, talents, morality, and happiness. This is the beginning of the famous Positive Psychology Movement in the history of psychology.

In early January 1998, Seligman invited Csikszentmihalyi and others to Akumal in Mexico to discuss the content, methods and basic structure of positive psychology (REN Jun, 2006). During the meeting, it also decided to set up a website for positive psychology, which was considered a milestone in the history of positive psychology. Seligman's initiative on positive psychology has received wide support. The Templeton Foundation of the United States established the "Templeton Positive Psychology Award" in 1999 (Wang Yanfei and Zhu Yu, 2007); from November 9 to 12, 1999, under the auspices of the Gallup Foundation of the United States, Seligman et al. The first positive psychology summit was held in Lincoln, Bras. Seligman & Csikszentmihalyi (2000) published in the American Psychologist magazine "Initiative Psychology - Introduction", which has made the world more familiar with positive psychology. In the same period, the American Psychologist published 16 albums on "positive psychology" including the introduction; In March of the following year, the American Psychologist launched a positive psychology column. In the winter of 2001, the Journal of Humanist Psychology also launched an album containing seven positive psychology articles (Ren Jun, 2006). These events have promoted the research boom of positive psychology in the American psychology community and pushed the psychology movement from the United States to the whole world.

Sachau (2007) believes that positive psychology mainly studies the positive qualities of people, including happiness, optimism, understanding, self-esteem, fashion, creativity, resilience, pleasure, wisdom and spirituality. Its central point is to study the merits and happiness of human beings. The feeling, not human weakness and pressure. Its purpose is highly consistent with the goals of improving skills, increasing interest, increasing satisfaction, stimulating ethical behavior, improving performance, and fostering creativity in the human resources arena. Chinese scholar Tang Jiayi (2016) also believes that the core task of positive psychology is to construct a science about human power. The mission is to find out how to cultivate or explore these forces and qualities in human beings. At present, the study of positive psychology focuses on positive emotions and experiences, positive personality traits, and positive psychological processes. This is based on science, different from popular works on positive thinking power, positively oriented humanistic psychology and human potential movement (Luthans et al, 2008a). Sachau (2007) asserts that the positive psychology literature will constitute the mainstream of the human resources development literature for the next 10 years, and the reality confirms the correctness of the Sachau argument. Pan Xiaofu (2008) also mentioned in his doctoral thesis that positive psychology is a psychological trend of thought devoted to the study of human development potential and virtues, and is currently affecting many of society with a vigorous attitude. In the field, and in the whole society, an active movement has been launched. Some views of positive psychology have penetrated into the fields of sociology, education, economics, management, etc., and have had a major impact on many theories of these disciplines.

In 2002, Professor Seligman first mentioned the concept of “psychological capital” in his book “Real Happiness” (Luthans et al, 2004, P46). He believes that the psychological factors that lead to positive behavior of individuals can be included. To the scope of capital. This innovative view has greatly broadened the researchers' ideas and has also led to a lot of discussion about psychological capital.

In the context of the above positive psychology movement, Professor Luthans and his colleagues (Luthans &Youseef, 2004; Luthans et al, 2004) formally proposed the theory of psychological capital in 2004, announcing the formal birth of psychological capital theory.

Professor Luthans and his colleagues from Gallup in the United States conducted in-depth theoretical discussions on the construction of psychological capital in 2002 (Luthans, 2002a, 2002b) and 2004 (Luthans and Youssef, 2004), including theoretical sources, Construct dimensions and human resource management practices.And in the subsequent empirical research process (Luthans et.al)

Positive Organizational Behavior (POB) originated from the Gallup Leadership Institute at the University of Nebraska.It was the product of the application of positive psychology in the field of organizational management.POB was originally defined as: “Research and application of positive, measurable, developable, and manageable human resources and mental capabilities to improve performance in today's workplace.” (Luthans et al, 2008a)Similar to positive psychology, POB is a shift in the research paradigm of organizational behavior and human resource management while recognizing the importance of continuing to study negative-oriented constructs.POB contains criteria for positivity, theory and research, effective measurement, individual characteristics of state classes, and impact performance (Luthans, 2002a, b; Luthans & Youssef, 2004; Luthans & Youssef-Morgan, 2017).Pan Xiaofu (2008) believes that the research on active organizational behavior is concerned with the release of potential power and the way it is played, and the extent to which human potential can be activated.How much positive impact the organizational system can have, and the ability to explore organizational members in a high-level state of trust, hope, optimism, resilience, intelligence, humility, and positiveness.

IV. RESEARCH METHODOLOGY

This study collected 1858 psychological capital initial response items from 392 technicians in Guangdong Province through personal interviews, group interviews and questionnaires.Concluded 35 initial psychological capitals from behavioral events. Entries; Obtain 92 initial capital capital entries through content analysis.And compiled a psychological capital pre-test questionnaire, collected 254 valid responses for Guangdong Technology employees;

Table 2-1: Assessment of positive psychological constructs in line with psychological capital standards

Classi ficatio n	Active construct	Theoret ical basis	Trait personality characteristics fixed	State class personality features fixed	Mea sura ble	Related to job performa nce	Related to other positive results
Psych	Self-efficacy	√	√	√	√	√	√

ologic	hope	√	√	√	√	√	√
al	optimism	√	√	√	√	√	√
capital	toughness	√	√	√	√	?	?
Cognit	creativity	√	√	?	√	?	?
ion	wisdom	√	√	√	√	√	√
	Happiness	√	√	√	√	√	√
Emoti	Immersive	√	√	√	√	√	√
on	experience						
	humor	√	√	√	√	?	√
	thanksgiving	√	√	√	?	?	√
Societ	forgive	√	√	√	√	?	√
y	Emotional	√	?	?	√	√	√
	intelligence						
High	Spirituality	√	√	√	√	?	√
er level	Authenticity	√	√	√	√	√	√
	courage	√	√	√	√	?	√

Source:Luthans et al(2008a, P132,P161)

Positive correlation with job performance (Luthans et al, 2005; Larson & Luthans, 2006;Zhong Lifeng, 2007b; Youssef & Luthans, 2007), and most of these studies have confirmed that resilience factors are positively correlated with positive outcomes such as organizational commitment, satisfaction, and organizational citizenship behavior. Therefore, Dr. Luthans called on researchers to make bold explorations, explore potential factors that may be included in the scope of psychological capital, and conduct empirical verification, such as Hui Qingshan (2009), KeJianglin et al (2009), Hou Erxiu (2012) and other research results. It is the theoretical result that emerged from this appeal and bold exploration.

V. DATA ANALYSIS

At some levels, it is not conducive to horizontal comparison between empirical research, which brings greater errors to subsequent meta-analysis. The Luthans team developed a 24-item psychological capital scale, PCQ-24 (Avey et al, 2006; Luthans et al, 2007). And in 2008, the Chinese version of PCQ-24 was included in Li Chaoping's translation of "Psychological Capital: Creating Competitive Advantages" (Luthans et al, 2008a). The introduction of PCQ-24 has brought the unified structure of structure and scale to the study of psychological capital, especially cross-cultural research. Among them, typical examples of empirical research using PCQ-24 are: Avey et al, 2006; Luthans et al, 2007; Luthans et al, 2008b; Wang Yanfei et al. (2017). At the same time, the PCQ24 entry was halved to form a short version of the psychological capital scale, referred to as PCQ-12. Typical examples are: Avey (2007), Luthans et al, 2013. In the above study, the PsyCap scores formed after accumulating the standard Z-scores of the psychological capital factor subscales confirmed that PsyCap is a high-order factor, and its scale has high reliability and discriminant validity. The results of this research in the

period, I called the standard version of the psychological capital structure and measurement. The structure and Measurement of Psychological Capital in the stage of Development and Development

Since the introduction of the concept and structure of psychological capital, Luthans has been calling attention to researchers in the field of psychological capital for pioneering exploration and innovation. To develop the elements of potential capital into potential capital, proceed from theoretical construction and empirical research, and expand the theory of psychological capital.(Luthans & Youssef, 2004; Luthans et al, 2004; Luthans et al, 2008a, b; Luthans, 2012; Luthans & Youssef-Morgan, 2017).In response to Luthans's appeal, there have been some research results in China that have more research value localized psychological capital structure and measurement. At the same time, the Luthans team also carried out a lot of research work on the theoretical expansion and measurement of psychological capital. The typical research is as follows:

Hui Qingshan (2009) is the first scholar in China to develop localized psychological capital structure and scale. In his research, he developed a 16-item psychological capital scale, which consists of four dimensions: calm, hope, optimism and self-confidence. The α coefficients of each dimension are 0.815, 0.812, 0.766 and 0.778, respectively. The reliability coefficient of all entries reaches 0.889, and the internal consistency of the questionnaire is higher.

In the same year, KeJianglin et al. (2009) also published the results of localization of psychological capital. The results of the study show that psychological capital ($\alpha = 0.9$) includes transactional psychological capital ($\alpha = 0.85$) and interpersonal psychological capital ($\alpha = 0.87$). Among them, transactional psychological capital includes four dimensions: self-confidence and courage ($\alpha=0.78$), optimistic hope ($\alpha=0.71$), strenuous progress ($\alpha=0.84$) and tenacious tenacity ($\alpha=0.78$). Interpersonal psychological capital includes four dimensions: modesty and honesty ($\alpha=0.82$), tolerance and forgiveness ($\alpha=0.76$), respectfulness ($\alpha=0.72$) and gratitude contribution ($\alpha=0.77$).

Hou Erxiu (2012) takes knowledge workers as the research object and believes that the mental capital of knowledge workers includes task-based mental capital, relational psychological capital, learning-type psychological capital and innovative psychological capital. Among them, task-based psychological capital includes positive emotions ($\alpha=0.8409$) and toughness ($\alpha=0.8013$). Relational psychological capital includes emotional intelligence ($\alpha = 0.8379$) and gratitude ($\alpha = 0.8137$). Learning psychology capital includes learning efficacy ($\alpha=0.8015$) and knowledge sharing ($\alpha=0.7863$). Innovative psychological capital includes innovative self-efficacy ($\alpha = 0.7639$) and fuzzy tolerance ($\alpha = 0.8237$).

TABLE 2: Author and year

Author and year	Self- confidence scale	Optimistic scale	Hope scale	Resilience scale
Jensen (2003)	Chandler & jansen (1992)	Shifren& Hooker (1995)	Snyder et al. (1996)	Block &Kreman (1996) Klonhlen (1996)

Luthans et al (2005)		Scheier& Carver (1985)	Snyder et al. (1996)	Block &Kreman (1996)
Larson & Luthans (2006)	Parker (1998)	Scheier& Carver (1985)	Snyder et al. (1996)	Block &Kreman (1996) Klonhlen (1996)
Jensen & Luthans (2006)		Shifren& Hooker (1995)	Snyder et al. (1996)	Block &Kreman (1996)
Little, Gooty& Nelson (2007)	Bandura (1977)	Scheier& Carver (1985)	Snyder et al. (1996)	Block &Kreman (1996) Kluemper (2005)
Zhong Lifeng (2007b)		Scheier& Carver (1985)	Snyder et al. (1996)	Block &Kreman (1996) Klonhlen (1996)
Youssef & Luthans (2007)		Scheier& Carver (1985)	Snyder et al. (1996)	Block &Kreman (1996) Klonhlen (1996)
Tian Xizhou (2008)	Parker (1998)	Luthans & Jensen (2002)	Snyder et al. (1996)	Masten (2002)

Source: organized according to relevant literature

VI. CONCLUSION

In the study of Chinese technical employees, the core self-evaluation and collectivism in individual differences are the strongest predictors of psychological capital, and the distance distance and uncertainty avoidance are not significantly related to psychological capital. Ngo, Foley, Ji and Loi (2014) found that gender-oriented temperament and high femininity have positive predictive effects on psychological capital. Li Bin, Ma Hongyu and Yin Huamin (2014) found that active personality has significant predictive effects on employees' and college students' psychological capital. Brandt, Gomes and Boyanova (2011) in the cross-cultural study of psychological capital, the results show that personality traits and psychological capital are significantly related. Extroversion, intuition, and thinking tests score higher on mental capital than in introversion, sensory, and emotional tests. The perceptual population of Portugal had the highest psychological capital score, the lowest was the Finnish introverted population, but the difference in scores of Bulgarian subjects was not significant.

There are different conclusions about the impact of demographic variables on psychological capital. Avey's (2014) study of the US sample shows that demographic variables have predictive utility on psychological capital, but only predict the variance of 2% of mental capital. Among them, age is a significant predictor of psychological capital, but the impact of term and gender is not significant; while in the sample study of Chinese employees,

none of the above three demographic variables have a significant impact on psychological capital. Avey, Avolio and Luthans (2011a) and Luthans et al (2008b) did not find effects on demographic capital such as age, gender, education level and working years. McMurry et al (2010) and Woolley et al (2011) found that the effects of age and gender on psychological capital were found in employee studies in Australia and New Zealand, respectively. KeJianglin et al. (2009) found in their research on the development of localized psychological capital scale that age, gender, education and working years significantly affected the level of psychological capital. Shelton and Renard (2015) used human resource practitioners and nurses in South Africa as a sample. The study found that demographic, linguistic, marital status, and work-related professional levels, qualifications, and postal years of demographic variables all have an impact on psychosocial capital. In addition, some studies have found that full-time employees have significantly higher psychological capital than part-time employees (Scott, 2008), and some studies have found that individuals have higher levels of psychological capital when they have higher economic and social status (Cole, Daly and Mak, 2009).

Individual perception

Individuals influence the level of psychological capital through the perception of the situation. Zhang Ming (2017) believes that organizational support, organizational justice and job-related perception are predictors of psychological capital.

Tian Xizhou, XieJinyu (2010a) research shows that psychological capital partially mediates the influence of organizational support on employee role behavior and absenteeism, and plays a full intermediary role in organizational support and organizational citizenship behavior. Zhou Wenbin, Jin Xia and Tan Shibai (2014) found that psychological capital plays a full intermediary role in the process of organizational justice to the impact of job burnout. Among them, the intermediary role of transactional psychological capital is significant, and the intermediary role of interpersonal psychological capital is not significant. Totawar and Nambudiri (2014) found that psychological capital mediates the relationship between organizational justice and job satisfaction and organizational commitment. In addition, job-related perceptions, such as work stress, job insecurity, and even workplace friendship, are sources of psychological capital (Zhang Ming, 2017). Some theoretical models assert that the value of continuous support from the organization is to influence the organization's human resources system, which in turn affects the entire organizational system. In the end, it affected the entire organizational atmosphere. This ambience ultimately manifests itself as a positive impact on employee job satisfaction and organizational commitment, as well as a positive impact on organizational and individual performance.

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