

Psychological Capital and Work Engagement as Predictors of Employee Performance in a Technology Industry During COVID-19 Pandemic: Basis for Performance Management

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Abstract : The study sought to investigate the psychological capital and work engagement of employees as predictors of employee performance in the technology industry in Makati City. It made use of a descriptive correlational method of research and utilized standardized tests, such as Psychological Capital Scale, Utrecht Work Engagement Scale, and Employee Performance Scale. A convenience sampling technique was used to gather data samples from 100 populations with the help of Roscoe concept approach. The study revealed that both psychological capital and work engagement have a significant relationship with employee performance. Psychological capital and work engagement can predict employee performance of the respondents. With the results given, the study suggests: (1) to focus on maintaining a high level of psychological capital and work engagement, on achieving a very high level of psychological capital and work engagement, and on improving the low level of psychological capital or work engagement mostly during this COVID-19 pandemic using the proposed employee performance management plan and (2) to create a proposed employee performance management plan as necessary to tailor fit on employees needs to enhance their performance that will help meet company and client's needs.

Keywords : employee performance, performance management, psychological capital, technology industry, work engagement

Conference Title : ICIOP 2023 : International Conference on Industrial and Organizational Psychology

Conference Location : Rome, Italy

Conference Dates : April 13-14, 2023