

Non-Executive Employees' Psychological Capital and Goal Attainment Development Through Positive Psychology Micro-Coaching Intervention

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Abstract : The aim of this study is to investigate the effect of Positive psychology micro coaching (PPMC) on nonexecutive employees' psychological capital and the relation between goal-related self-efficacy and goal attainment. This study was in the form of a control trial design for 150 people in the factory over a period of 5 weeks; the intervention method was a strength-based approach. Participants were divided into two experimental groups (EX) and the waiting list group (WL). The measurement methods were a mix of quantitative and qualitative and included the psychological capital measurement questionnaire, a 2X2 ANOVA to analyze the within-subject factors and between-subject factors, t-tests for evaluating the time effect, and data analysis by the SPSS 25.0 statistical program. The results of the study showed that PPMC could increase psychological capital in employees, and goal-related self-efficacy can predict goal attainment, so this contributes to successful organizational outcomes.

Keywords : psychological capital, goal attainment, positive psychology, micro-coaching intervention, goal related self-efficacy

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