

## **Meta-Analysis of the Impact of Positive Psychological Capital on Employees Outcomes: The Moderating Role of Tenure**

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**Abstract :** This research examines the effects of positive psychological capital (or PsyCap) on employees' outcomes (satisfaction, commitment, organizational citizenship behavior, innovation behavior and individual creativity). This study conducted a meta-analysis of articles published in the Republic of Korea. As a result, positive psychological capital has a positive effect on the behavior of employees. Heterogeneity was identified among the studies included in the analysis and the context factors were analyzed; the study proposes contextual factors such as team tenure. The moderating effect of team tenure was not statistically significant. The implications were discussed based on the analysis results.

**Keywords :** positive psychological capital , satisfaction, commitment, OCB, creativity, meta-analysis

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