

**CHRIST**(DEEMED TO BE UNIVERSITY)  
BANGALORE · INDIA

## Notice for the PhD Viva Voce Examination

Mr Mukti Clarence (Reg. No. 1750071), PhD scholar at CHRIST (Deemed to be University), will defend his PhD thesis at the public viva-voce examination on Thursday, 15 April 2021 at 3.30 pm on the Webex Meeting platform.

<b>Title of the Thesis</b>	:	<b>Antecedents of Psychological Capital and its Consequences on Affective Commitment and Psychological Wellbeing</b>
<b>Discipline</b>	:	<b>Psychology</b>
<b>External Examiner</b> (Outside Karnataka)	:	<b>Dr Lalatendu Kesari Jena</b> Assistant Professor (OB & HR) School of Human Resource Management Xavier University Bhubaneshwar Odisha – 751013
<b>External Examiner</b> (Within Karnataka)	:	<b>Dr Molly Joy</b> Professor & Head Department of Psychology Kristu Jayanti College Hennur Main Rd, K.Narayanapura Kothanur, Bengaluru - 560077 Karnataka
<b>Supervisor</b>	:	<b>Dr Viju P D</b> Professor Department of Psychology School of Social Sciences CHRIST (Deemed to be University) Delhi NCR Campus Mariam Nagar, Meerut Road Delhi NCR, Ghaziabad – 201003
<b>Co-Supervisor</b>	:	<b>Dr Tony Sam George</b> Professor Department of Psychology School of Social Sciences CHRIST (Deemed to be University) Bangalore Central Campus Bengaluru – 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva.

**Registrar**

**Place:** Bengaluru  
**Date:** 12 April 2021

## ABSTRACT

Jharkhand Education Board stakeholders face the problem of dealing with the educational environment, thereby escalating a teacher's morale. To address this situation, a positive mindset in education, particularly among teachers, is desirable. Hence, based on positive psychology discipline resource theory conservation, and broaden and build theory, the study was carried out using a sequential explanatory mixed-method study design. The research questions addressed in the study were as follows: To what extent can the categories of proactive personality, emotional intelligence, servant leadership, and perceived organizational support predict PsyCap of teachers? To what extent will PsyCap predict the categories of affective commitment and psychological wellbeing? We considered both quantitative and qualitative methods; hence, this study had two phases. In the first phase, the data was gathered from 900 teachers using the survey instruments. The statistical analyses performed were Confirmatory Factor Analysis and Structural Equation Modeling with the software SPSS 20.0 and AMOS 20.0. For teachers of rural Jharkhand, the study found that psychological capital has three dimensions. Besides proactive personality, emotional intelligence, and servant leadership also impact psychological capital.

Further, psychological capital affects affective commitment and psychological wellbeing. In the second phase, this study examined the way and the reason behind the functioning of the antecedents of psychological capital using qualitative content analysis. The results offered a comprehensive understanding and identification of the antecedents that form rural teachers' psychological capital. Implications of the research include recommendations for recruiting teachers with higher levels of psychological capital and professional development through in-service teachers' training with a specific focus on psychological capital.

**Keywords:** *Psychological capital, Jharkhand, affective commitment, psychological wellbeing, proactive personality, emotional intelligence, servant leadership, perceived organizational support*