Abstract

There are no greater treasures than spiritual values of the employees for their development and organizational development. Psychological capital provides a combined construct as a main contributor to the competitive advantage of organisations. The construct adds the value of positive psychological resources to the existing best measure of organisational worth, comprised of the more established constructs of social capital, human capital, and traditional physical and financial capital. The presented study examined the relationship between Spiritual Values and Psychological Capital among 100 school teachers and 100 non-teaching staff members of Aligarh Muslim University, Aligarh, India. A Spiritual Values Scale developed by Husain, Zehra and Jahan (in press), and a Psychological Capital Questionnaire by Luthans et al. (2007) were administered to them. The data were analyzed by means of Cronbach’s alpha and multiple regression analysis. Cronbach’s alpha for the total sample was found to be 0.947. Significant positive correlation coefficients were found between spiritual values and self-efficacy, spiritual values and hope, and spiritual values and psychological capital among males, females and non-teaching staff members. Significant positive correlations were also found between spiritual values and self-efficacy, spiritual values and hope, spiritual values and resilience, spiritual values and optimism, and spiritual values and psychological capital among university employees.

Keywords: relationship, spiritual values, psychological capital