(.346, p<.01), teaching (.476, p<.01) and non-teaching (.309, p<.01) employees. The employees with positive psychological capital tend to show better performance, enjoy workplace tasks, have satisfaction, good health, confidence in coping, social support, respect for diversity. These employees tend to show passion and a positive attitude towards work, which lead to happiness, concern for family and society, spirituality, achievement, and positive affect. However, factors like communication in the workplace, nature of work, relationship with co-workers, supervision, reward, benefits and income play a very important role in the development of psychological capital in employees.

**Conclusion**

The findings of the presented study have led to the conclusion:

- Spiritual values were found to be significantly positively correlated with psychological capital among the male, female, teaching and non-teaching employees.

In sum, it can be concluded that employees' spiritual values are significantly positively associated with positive psychological capital. Spiritual values are a very important aspect of human existence. Organisations have to instill efficacy, hope, resilience and optimism in their employees. These states are positive in nature.

**Implications**

Employers and organizations should start to believe that sustainable success helps employees to pursue and reach personal unique potential on the basis of their spiritual values and self-efficacy, hope, optimism and resilience factors. When they develop they inevitably become more effective and valuable as employees.

**References**


