



The effect of psychological capital of accounting students on their job performance

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ABSTRACT

Larger organizational developments originate from unlimited intellectual abilities. An applied, cross-sectional, descriptive, and correlational study was conducted, and qualitative data were gathered. The study population included MA accounting students in Yazd and Kermanshah provinces (2015), who were also busy in the accounting profession. Due to the high population size, the study sample was determined using Cochran formula and simple random sampling method. Accordingly, 284 individuals were selected. Field data collection, library, and questionnaires were used for data collection. A standard questionnaire, reliability of which was confirmed by Cronbach's alpha (0.882), was used. Of questionnaires distributed, 273 questionnaires were usable in the statistical analysis. SPSS 16 software and structural equation modeling software, Smart PLS 2, were used for data analysis. The results indicated a significant influence of accounting students' psychological capital on their quality of work life and job performance. The results showed that the three components of psychological capital (hope, efficacy, and resistance) had a significant impact on job performance of accounting students, but optimism component had no significant effect on accounting students' job performance.

Keyword:

Hope

Efficacy

Job performance

Resistance

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