

The Impact of Psychological Capital of Enterprise Managers on Work Performance

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Abstract: Firstly, this article expounds the importance of human resources in current enterprise management, especially the role of managers as the core of organizations, and introduces the concept of psychological capital to explain its potential role in improving individual and organizational efficiency. At the same time, this part also clarifies the dual significance of studying this topic for theoretical contribution and practical guidance. Then, the definition and composition of psychological capital are deeply analyzed, and its influence mechanism on managers and its theoretical relationship with job performance are discussed, and how each dimension of psychological capital affects managers' job performance and its influencing factors are analyzed in detail. Research shows that all dimensions of psychological capital-hope, optimism, resilience and self-efficacy, have promoted the improvement of managers' job performance to varying degrees. The psychological capital of enterprise managers is one of the key factors to improve work performance. In order to improve the psychological capital of managers, organizations should attach importance to their development and management, and take effective measures to cultivate and enhance them.

1. Introduction

In today's rapidly changing business environment, human resources in enterprise management has become a key factor to determine the success of an organization [1]. As the core strength of the enterprise, managers' decision-making ability, leadership style and team management ability are directly related to the strategic implementation and long-term development of the enterprise [2]. Therefore, how to cultivate and improve the comprehensive ability of managers to ensure that they can effectively meet challenges and lead enterprises to move forward steadily has become the focus of research in the field of enterprise management [3].

In this context, the concept of psychological capital has gradually attracted widespread attention [4]. Psychological capital refers to an individual's positive psychological state in the process of growth and development, which includes four core dimensions: hope, optimism, resilience and self-efficacy [5]. These elements can not only help individuals maintain a positive attitude in the face of difficulties and challenges, but also significantly improve their work efficiency and innovation ability. For organizations, the promotion of psychological capital means the enhancement of overall efficiency and competitiveness [6]. Therefore, it is of great potential to

explore the application of psychological capital in enterprise management for improving the efficiency of individuals and organizations.

At the theoretical level, this article will enrich and expand the application of psychological capital theory in the field of enterprise management, and provide new perspectives and ideas for follow-up research. On the practical level, by revealing the specific relationship between the dimensions of psychological capital and job performance, as well as the influencing factors, this article will provide strong support for enterprises to formulate more scientific and effective human resource management strategies and help enterprises stand out in the fierce market competition.

In view of the importance of psychological capital in enterprise management, this study aims to deeply explore how the psychological capital of enterprise managers affects their job performance. Specifically, the study will focus on the four core dimensions of psychological capital—hope, optimism, resilience and self-efficacy, and analyze how they individually or jointly affect managers' job performance, and the possible changes of this role in different situations and conditions. This article hopes to provide useful enlightenment and guidance for enterprise management practice and help enterprises build an efficient and tenacious management team.

2. Theoretical analysis of psychological capital of enterprise managers

2.1. Definition and composition of psychological capital

As the product of the cross-integration of positive psychology and organizational behavior, psychological capital is a multi-dimensional and multi-level concept [7]. It is not only a description of individual psychological state, but also a psychological resource that can be improved through intervention and training. As shown in Figure 1, the core components of psychological capital include hope, optimism, resilience and self-efficacy:

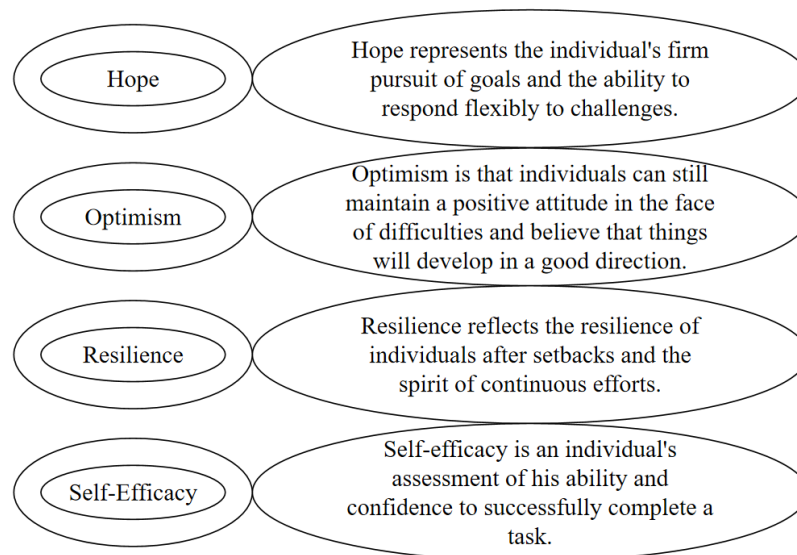


Figure 1: The core of psychological capital

The core components of psychological capital include hope, optimism, resilience and self-efficacy [8]. Hope represents the individual's firm pursuit of goals and the ability to respond flexibly to challenges. Optimism is that individuals can still maintain a positive attitude in the face of difficulties and believe that things will develop in a good direction. Resilience reflects the resilience of individuals after setbacks and the spirit of continuous efforts. Self-efficacy is an individual's assessment of his ability and confidence to successfully complete a task. These four

dimensions of psychological capital are interrelated and constitute a comprehensive concept of psychological capital, which provides a new perspective for understanding and managing individual psychological state.

2.2. The influence mechanism of psychological capital on managers

Psychological capital can significantly improve the emotional adjustment ability of managers. In a fast-paced, high-pressure working environment, managers often have to face all kinds of unexpected situations and challenges, which are often accompanied by strong emotional fluctuations. The resilience component in psychological capital endows managers with stronger emotional resilience, enabling them to quickly adjust their mentality and remain calm and rational in the face of pressure and setbacks. This ability of emotional adjustment not only helps managers to make more sensible and rational decisions at critical moments, but also effectively avoids the negative impact of emotional decision-making, thus maintaining team stability and project progress.

Psychological capital can significantly enhance the self-confidence and motivation of managers. Self-confidence is an important cornerstone for managers to successfully lead the team and push the project forward. The self-efficacy dimension in psychological capital greatly enhances the self-confidence of managers by cultivating their deep understanding and firm belief in their own abilities. This kind of self-confidence not only makes managers braver in the face of difficulties and dare to challenge the unknown, but also urges them to take responsibility and become trusted leaders in the team. Psychological capital also stimulates the internal motivation of managers, making them enthusiastic about their work and pursuing Excellence continuously. This positive attitude and behavior has formed a strong positive demonstration effect in the team and inspired the team members to grow together.

In today's complex and changeable market environment, innovation ability is the key to the sustainable development of an organization. Psychological capital, especially the two dimensions of hope and optimism, encourages managers to keep positive expectations for the future and believes that there are always solutions to problems. This mentality urges managers to jump out of the traditional thinking framework and dare to try new ideas and methods when facing challenges. Psychological capital also enhances the resilience of managers, enabling them to persevere when encountering problems. Through trial and error and learning, they finally find the crux of the problem and propose practical solutions. This innovative thinking and problem-solving ability not only improves the personal work efficiency of managers, but also brings continuous competitive advantages to teams and organizations.

2.3. Theoretical connection between psychological capital and job performance

Theoretically, psychological capital is one of the key factors to improve managers' performance, which is of great significance to the development and success of organizations. Psychological capital can directly affect the working attitude and behavior of managers, and then improve their work performance. For example, an optimistic attitude and tough quality can make managers more proactive in the face of challenges, thus achieving better work results. Psychological capital can indirectly improve the work performance of the whole team by affecting the teamwork and leadership ability of managers. A manager with high psychological capital can often stimulate the enthusiasm and creativity of team members, promote communication and cooperation within the team, and thus improve the overall performance of the team.

3. Influence of psychological capital of enterprise managers on job performance

As the internal psychological resources of managers, psychological capital plays an indispensable role in improving job performance in all its dimensions-hope, optimism, resilience and self-efficacy. See Table 1 for details:

Table 1: The specific influence of various dimension of managers' psychological capital on job performance

Dimension	Definition	Specific Impact on Job Performance	Impact Degree Score (10-point scale)	Example of Specific Manifestation
Hope	Positive expectation of future goals and ability to plan pathways to achieve them	Enhances goal-directed behavior and problem-solving strategies	8.7	Managers are able to set clear goals, formulate detailed plans, and flexibly adjust strategies when encountering difficulties to ensure goal achievement.
Optimism	Maintaining a positive attitude towards difficulties and challenges, believing that problems can be solved	Improves stress resilience and stimulates innovative thinking	9.3	Optimistic managers can maintain a positive mindset when faced with challenges, believing that things will turn out well, making it easier for them to find new ways to solve problems.
Resilience	Ability to recover and adjust in the face of setbacks and pressure	Strengthens adversity coping skills and sustains effort	7.9	Managers with high resilience can quickly recover after failures or setbacks, do not easily give up, and persist in their efforts until the problem is solved.
Self-Efficacy	Confidence in one's own abilities and grasp of task completion	Boosts self-confidence and promotes autonomous learning and growth	8.5	Managers with high self-efficacy believe they can competently handle various tasks, which makes them more decisive in their work and drives them to continuously learn and enhance their abilities.

Managers need to set clear goals and work out specific plans to achieve them. This goal-oriented behavior mode helps managers to complete their tasks more efficiently, thus improving their work performance. At the same time, enterprises should also give managers flexibility and adaptability in the face of difficulties, so that they can quickly adjust their strategies and deal with various challenges.

An optimistic attitude enables managers to maintain a positive attitude when encountering setbacks, believing that things will eventually develop in a good direction. This optimism not only helps managers recover from failure quickly, but also stimulates their innovative spirit and desire to explore, thus achieving a breakthrough in work performance.

Resilience is the key for managers to remain tenacious in the face of continuous pressure and challenges. Highly resilient managers can persist in adversity and keep trying new methods and strategies until they find a way to solve the problem. This indomitable spirit is an important driving force to improve work performance.

Self-efficacy affects managers' cognition and confidence in their own abilities. Managers with

high self-efficacy believe that they are competent for all kinds of tasks, which makes them more decisive and efficient in their work. At the same time, self-efficacy can also promote the independent learning and growth of managers, so that they can continuously improve their abilities and qualities, and then achieve better performance in work performance.

4. Conclusions

After the previous analysis, this article draws the following conclusions: the psychological capital of enterprise managers has a significant positive impact on job performance. The dimensions of psychological capital—hope, optimism, resilience and self-efficacy—all promote the improvement of managers' work performance to varying degrees. Therefore, strengthening the cultivation and promotion of managers' psychological capital is of great significance for improving the overall efficiency and competitiveness of the organization.

Based on the above conclusions, this article puts forward the following suggestions: ① Organizations should attach importance to the development and management of managers' psychological capital and bring it into an important part of human resource management system. ② Organizations can improve the psychological capital level of managers through training, counseling and team building. ③ The organization can also establish a psychological capital evaluation system, and regularly measure and evaluate the psychological capital of managers, so as to find problems and intervene in time. ④ Organizations should create a positive and healthy working atmosphere and provide good psychological support and working environment for managers, thus stimulating their potential and creativity and promoting the sustainable development of the organization.

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