

The Relationship between Psychological Capital, Strategies of Coping with Stress at Work, Well-being and Performance.

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The present study suggests a theoretical framework connecting between psychological capital and coping strategies with stress. The framework is also examining the influence of the chosen coping strategy on subjective well-being and performance at work. The first goal of the study is to develop a theoretical definitional frame for the coping strategies domain, by means of facet theory (Including the facets: coping modalities, coping direction and coping activists) and to examine whether the empirical data supports the expected structure. The second goal is to test the path model we suggest and to examine to what extent individuals differing in their psychological capital (including: optimism, hope, self-efficacy and resilience) prefer different coping strategies. Further, the model aims, as well, to establish the relation between coping strategies, subjective well being and performance.

About 300 employees of various organizations, representing a wide range of jobs and positions will be interviewed. A structured questionnaire, covering the theoretical constructs of the investigation will serve for collecting observations. Data will be analyzed by means of Similarity Structure Analysis (SSA) and other statistic procedures, such as regressions and structural equation modeling (SEM). Theoretical and practical consequences will be discussed.