

## **The Impact of Psychological Capital on Job Performance of Non-Academic Staff of University of Kelaniya, Sri Lanka**

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Work performance is essential for any organization to compete in the industry. Organizations major task should be related to uplift the efficiency and effectiveness of the employees in order to accomplish the desired goal and objectives of the organization as well as employees. Psychological capital is modern concept even though many determinates of performance are founding in existing literature. Psychological capital is no investigated and its effects on employee performance on in Sri Lankan context not has publish research yet. The objective of this study is to investigate the impact of psychological capital on performance level of Non-Academic staff members of University of Kelaniya. To analyze this condition, there are four hypotheses was formulated under the dimensions of Independent variable using deductive approach. The methodology adapted for this involves, reviewing existing literature related to the research theme and primary data. Primary data have been collected through structured questionnaire. The study was conducted by using a random sample of the University of Kelaniya. Type of investigation was correlation and it was cross-sectional on time horizon. The unit of analysis was individual level. Measures of the study were of good quality after assuring reliability and validity. Data were collected from 250 respondents which was 93% response rate. In order to test the hypotheses that was concerned with relationship between psychological capital and performance level of Non-Academic staff members in University of Kelaniya. The results of the study showed a significant moderate positive relationship between Psychological Capital and Performance level of Non-academic staff members of University of Kelaniya. The current study found that by improving the Psychological Capital of the staff University of Kelaniya, it will be possible to increase the performance of their non-academic staff.

**Keywords:** *Psychological Capital, Self-Efficiency, Hope, Resilience, Optimism and Performance*

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