Graduate Studies as Predictor of Leadership Development Mediated by Psychological Capital and Psychological Ownership

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ABSTRACT

The purpose of this study is to investigate the degree to which Psychological Capital (PsyCap) and Psychological Ownership (PsyGown) predict the Professional and Leadership Behaviors of doctoral students in American Universities. The study’s participants included students from doctoral granting institutions in different educational programs like engineering, management, business and leadership. PsyCap’s four domains consisting of Hope, Optimism, Resiliency, and Selfish-Efficacy (HORSE) predicted independently those doctoral students’ leadership behavior controlled for demographic characteristics of sex, ethnicity, age, marital status etc. PsyGown’s five domains consisting of Territoriality, Ease of belongingness, Accountability, Selfless-Efficacy, and Relational identity (TEASER) also predicted independently their leadership behavior controlled for the same demographic characteristics. The study found important correlations between PsyCap, PsyGown and Leadership outcomes.

Keywords: Psychological Capital, Psychological Ownership, Transformational Leadership, Transactional Leadership