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Substitutes or Compliments: The Interplay of Student Psychological Capital and Valor on GPA

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Abstract

“Valor involves not shrinking from threat, challenge, difficulty, or pain”. The study of valor is important given today’s uncertain environment. Psychological Capital (PsyCap) is a psychological resource that positively relates to important outcomes. Character strengths such as valor relate to psychological strengths like resilience. In this study we consider whether Valor and PysCap have a mutually reinforcing relationship, a substitution effect or independent relationships with performance. We find that Valor and PsyCap have a substitution relationship with performance such that performance is highest among students with high Academic PysCap but low levels of valor. It’s possible that the integration of PsyCap development within business school curricula might boost the positive strengths of students. In turn, this could help business students entering the workforce to better manage conflict and face the competitive challenges in an uncertain environment.

Conference Track

Innovative Education