

Declaration

I, Ms. Sajeela Haider ID: FA19-BPY-039 Student of BS Psychology of session 2019-2023, hereby declare that the matter printed in the thesis title “Association Between Spirituality, Psychological Capital and Workplace Performance Among Private and Public Sector Engineers: A Quantitative Study” is my work and has not been printed, published and submitted as research work thesis or publication in any form in any university, research institution, etc. in Pakistan or abroad.

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Certificate of Approval

Accepted by the Faculty of Psychology, Department of Humanities, COMSATS University Islamabad, Lahore Campus in partial fulfillment of the requirements for the degree of BS in Psychology.

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Acknowledgment

I bow my head in reverence to ALLAH, the Most Gracious, the Most Merciful, and the Almighty, without whose will I could never have completed this loving work; only He provided me the strength and power to overcome all the obstacles in my path. I, most modestly, impart my dutiful benefactions to the Holy Prophet Muhammad (Peace Be upon Him) who is persistently a torch of guidance and knowledge for the entire humankind.

Firstly, A special thanks to Dr. Shameem Fatima, my supervisor for her countless hours of reflecting, her keen interest, skillful guidance, and inspiring attitude during our study, research project and writing of this document. In fact, her effective & dedicating persuasion and sincere efforts, encouraging, and most of all patients throughout the entire process. Thank you Dr. Shameem Fatima for agreeing to serve as my supervisor, I would like to acknowledge and thanks to my department for allowing me to conduct my research and providing any assistance requested.

Special thanks go to my Co- supervisor Ma'am Zaeema Farooq for her continued support and enlightened views, valuable suggestions, constructive criticism, enthusiasm, motivation, bear my silly mistakes most of all patients throughout the entire process. Also I'm grateful to my co-supervisor for her ongoing mentorship and her humble approach to research is an inspiration. I am forever thankful for the support throughout the entire thesis process

Secondly, I would like to thank my parents for all the talks, patience and never-ending support. I am incredibly grateful to my parents for their unconditional love, support, and sacrifices to educate me and think about my bright future. My special thanks

to my friends who supported me in some odd times. I have immense love and prayers for all of you.

Lastly, I am thankful to all my research participants for their voluntary participation in my study.

Sajeela Haider

Dedication

Beginning with the name of Allah Almighty, the most merciful. This study is whole heartedly dedicated to my beloved parents and my siblings, who has been my motivation and provided me the support of every kind. To my younger sister Raheela for always cheering me up and taking care of me whenever I was stressed. Lastly, heartfelt gratitude to all my friends and every person who helped me in this research work. Specially, to Ramal Fatima my dear friend for her support, motivation and for always being there whenever I needed her.

Abstract

The present study aimed to investigate the relationship between spirituality, psychological capital and workplace performance in engineers. It was hypothesized that there would be a relation between spirituality, psychological capital, and workplace performance in engineers. Data was gathered from a sample of 507 engineers, comprising men and women, with an age range of 29 to 45 ($M = 33.48$, $SD = 6.8$) years using a correlational study. Purposive sampling was used to choose the participants, from Private and public sector engineers-specific characteristics. A demographic sheet, the Spiritual Transcendence Index (STI) to evaluate spirituality, the Psychological Capital Scale (PCS) to measure psychological capital, and the Individual Work Performance (IWP) scale to measure workplace performance were the evaluation tools utilized in the study. It was revealed optimism, hope and resilience had positive relation with workplace performance. The association of spirituality with subscales of psychological capital, and workplace performance was not supported by the study's findings. The research had implications in organizational and industrial psychology. Moreover, engineers from governmental companies had higher resilience as compared to engineers from private companies.

Keywords: spirituality, psychological capital, workplace performance, engineers, relationship.