

A Review of Team Psychological Capital Research

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Abstract: Team psychological capital reflects the consistency level of individual psychological capital. It is a collective positive psychological state formed by team members in coordination and interaction, and a collection of positive psychological capabilities that promote team development. This paper defines the connotation of team psychological capital through the study of related literature, and introduces the structure of team psychological capital: common vision, team effectiveness, team resilience, team optimism, and team belonging. Three measurement methods of team psychological capital are proposed: individual psychological capital sum method, individual evaluation average method, and overall discussion method. On this basis, this paper analyzes the antecedent and outcome variables of team psychological capital from the level of individual variables and organizational variables. Based on the theory of social infection and cognitive convergence, the formation mechanism of team psychological capital is analyzed, and the development and management measures of team psychological capital are finally put forward.

1. Introduction

The socio-economic environment facing enterprises is constantly changing, and investment intensity and complexity are increasing. Only relying on traditional economic capital, human capital and social capital can no longer meet the needs of enterprises to obtain competitive advantages. The psychological resources, full mental state, and positive working attitude are another important source for an organization to gain a competitive advantage. The team's psychological capital and team members' excellent mental quality, good mental state, and positive work attitude, etc., help the organization to obtain sustainable competitive advantages and high-level performance. However, at present, there is still no in-depth theoretical and empirical research on the structural characteristics, measurement methods, and mechanism of team active psychological capital. Based on the above viewpoints, this paper tries to clarify the development and connotation of team psychological capital on the basis of combing relevant literature on team psychological capital at home and abroad, summarizes the tools and methods of team psychological capital measurement at home and abroad, reviews the mechanism of team psychological capital and proposes team psychology The future research direction of capital, with a view to providing some references for future scholars to carry out research on this topic.

2. The connotation of team psychological capital

Economic capital, human capital and social capital play an important role in corporate competition. However, with the advancement of psychological capital, it has been found that in most cases investing in psychological capital can yield more returns than investing in traditional capital. Luthans (2004) and others believe that psychological capital is a positive mental state that individuals have in the process of growth and development and meets the POB standard, which is embodied in self-efficacy, optimism, hope, and resilience. Foreign scholars use the concept of collective psychological capital more. Li Linying et al. [1] believed that team psychological capital

is a set of positive mental capabilities formed by team members on the basis of sharing individual advantages. Zhang Hongru (2019) and others believe that team psychological capital is owned by the team during the organization and implementation process, and lies between class state variables (easy to change and develop) and class trait variables (relatively stable and difficult to change). [2] Positive psychological resources that can effectively promote rapid team development.

Based on the existing literature, this study believes that team psychological capital reflects the level of consistency of individual psychological capital. It is a collective positive psychological state formed by team members in coordination and interaction, and a collection of positive psychological capabilities that promote team development.

3. Structure of team psychological capital

Regarding the structure of team psychological capital, Luthans's four-factor structure is basically used abroad, mainly including self-efficacy, optimism, hope, and resilience. The latest research on team psychological capital is the research of Sarah Dawkins (2015). He believes that the four factors of individual psychological capital proposed by Luthans can be shared through information exchange and emotional interaction among team members. Domestic scholars such as Li Linying, Yu Zhaoliang, Zhai Yurong, etc. on team psychological capital, based on the four-factor structure, put forward different views for different teams. Zhang Hongru (2019) and other researches on team psychological capital structure mainly include two aspects: one is the structural dimension of universal team psychological capital, and the other is the structural dimension of team psychological capital of specific groups.

Scholars at home and abroad have proposed the structure of team psychological capital, emphasizing the close relationship between team psychological capital and individual psychological capital. However, the four-factor structure proposed for individual psychological capital is directly applied to team psychological capital, and there is no corresponding theoretical basis. This study summarizes the existing research and concludes that the team's psychological capital structure includes a common vision, team effectiveness, team resilience, team optimism, and team belonging.

4. Measurement of team psychological capital

In terms of team psychological capital measurement tools, due to the differences in academic background and research objects, researchers have used team psychological capital or individual psychological capital measurement tools to evaluate teams for different groups. Among them, the individual psychological capital questionnaire is used to evaluate team psychological capital. Account for the vast majority. Most researchers have used or adapted the Individual Psychological Capital Scale (PCQ-24) prepared by Luthans and others to evaluate team psychological capital. The scale is representative and authoritative. However, it is compiled by foreign scholars, and it is difficult to accurately reflect the psychological capital level of different teams in the context of Chinese culture.

In addition, in domestic research on team psychological capital, a team psychological capital questionnaire that is more uniform and standardized, has a high degree of recognition, and can effectively reflect Chinese cultural background and context has not been found. Li Dan and Zhai Yurong compiled a team psychological capital questionnaire for different groups, and the results showed that the questionnaire has good reliability and validity, but these two articles have not been recognized by external peer experts and high-level journals. [3] In terms of team psychological capital measurement methods, there are three main types: the first is the individual psychological capital sum method, the second is the individual evaluation average method, and the third is the group discussion method. Due to space limitations, these three methods will not be described in detail.

5. Formation mechanism of team psychological capital

The existing literature has rarely discussed the formation mechanism of team psychological capital. This study uses social infection theory and related research on cognitive convergence to analyze the formation of team psychological capital. Social infection arises from the interaction of team members. The exchange of information enables team members to reach a consistent level of team awareness.

5.1 Emotional infection

Emotion is a psychological and physiological state produced by a variety of feelings, thoughts, and behaviors. It is mainly manifested as internal experience and explicit expression. Psychological research shows that emotional infections subtly affect team emotions, and subsequently affect cognition and behavior, especially the processing of social information. [4] In team psychological capital, emotional infection achieves emotional assimilation through imitation-feedback, positive emotions change cognition, and adjust behaviors.

5.2 Behavioral infections

Behavioral infection is the process by which one person's behavior spreads to others. As above, use A to represent individuals with higher levels of psychological capital, and B to represent individuals with lower levels of psychological capital. A actively provides services to the team. When B is helpless and has no sense of direction, he tends to imitate A's behavior, and the team members' behavior converges. When B's imitative efforts have achieved the corresponding "success": increase salary, learn skills, and solve difficult problems, B may also succeed in the next task (self-efficacy).

5.3 Cognitive convergence

Cognitive convergence refers to the unification of positive cognition of team members required by the reasonable existence of the team. ^[5]Cognitive convergence emphasizes that the common state of team cognition is a common cognition formed in interactive practice, and at the same time reflects the coordination of individual cognition and team activities, which has an impact on team performance. Team members can be full of confidence in realizing a common vision, actively explore ways to achieve it, and remain optimistic about the development of the team.

6. Development and management of team psychological capital

The development and management of psychological capital is the key to giving play to the high human capital role of team members, and also where to create sustainable competitive advantages. How to effectively intervene and develop psychological capital in management practice, we give the following suggestions here:

(1) Creating a harmonious team ecological environment is the basis for the role of psychological capital. In such an environment, members will take the initiative to improve their own psychological capital, and the team will invest heavily in developing group-level psychological capital to promote the active play of the value of psychological capital. Especially when the organization shows trust in employees and regards each person as "talented" talent, the team members' self-efficacy will also be greatly improved.

(2) Learning, training, and practical training are the most important forms of the overall development of psychological capital. By creating an open and unblocked learning and training channel to ensure that the team has a competitive advantage. Provide opportunities for training, communication and exchange of psychological capital-related knowledge, enrich employees' knowledge, skills and experience, use training and follow-up practical guidance to enhance the corporate team's sense of effectiveness, and deepen team members' understanding and recognition of the common vision. In order to shape the team into a competitive learning team.

(3) Pay attention to the synergy between psychological assistance and professional development of employees. Provide assistance and support for employees' career planning, provide them with more vocational training opportunities, and promote the common development of teams and individuals; at the same time, they must implement employee psychological assistance programs and provide

consulting services for individuals and teams to help members resolve Psychological and behavioral issues in professional development. By helping them solve problems such as occupational mental health, career development, healthy lifestyles, family relationships, etc., members and teams can move forward healthily.

7. Research Conclusion and Future Research Direction

The current research on team psychological capital at home and abroad is mainly focused on the field of management. Strengthening team psychological capital research from different perspectives and interdisciplinary perspectives will be the future research trend. Secondly, no research literature on the use of qualitative methods to analyze team psychological capital has been found. Strategies such as case studies and grounded theory are of great significance for the construction of team psychological capital structure dimensions in the Chinese context. Furthermore, in terms of measures to enhance team psychological capital, most previous studies have been macro-discussions, while intervention studies are rare. Therefore, intervention research on team psychological capital is also an important direction in the future.

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