

ANALYSING THE ROLE OF PSYCHOLOGICAL CAPITAL ON THE CHALLENGES OF WORK FROM HOME

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ABSTRACT

Beyond intellectual capital, psychological capital refers to employees' positive mental states in gaining and maintaining a competitive advantage. It is composed of four distinct components: self-efficacy, optimism, hope, and resilience. This study attempts to identify various challenges of work from home and also investigate the influence of psychological capital on the challenges of work from home among the teachers of self-finance colleges in Kozhikode district. The study employs a structured questionnaire for the collection of primary data. Random sampling method is used to select sample of 153 teachers from different self-financing colleges in Kozhikode district, Kerala. Statistical tools such as correlation and regression have used for analysis. The Mean score analysis shows that Mental absenteeism, network issues and Inability to assess student performance are the major challenges faced by the teachers during work from home. The regression analysis shows that Psychological Capital has high positive impact of on Challenges of Work from Home, and the teachers possessing high psychological capital can easily cope up with challenges of work from home.

KEYWORDS: *Psychological Capital, Challenges of Work from Home*

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