ASHD; 2026:23,(1):12-18
Derleme/Review
Ankara Üniversitesi
E-ISSN:2667-6044

Resilience in Challenging Conditions: The Role of Psychological Capital in Nursing

Zorlu Koşullarda Dayanıklılık: Hemşirelikte Psikolojik Sermayenin Rolü

Işıl DURAN[1]

1 Nişantaşı Üniversitesi Sağlık Bilimleri Fakültesi Hemşirelik Bölümü

ÖZET

Psikolojik sermaye (PsyCap), bireylerin iş ve yaşamda karşılaştıkları zorluklarla başa çıkmasını kolaylaştıran olumlu psikolojik kaynaklardan oluşur. Araştırmalar, yüksek PsyCap'e sahip hemşirelerin stresli ve yoğun koşullarda daha dayanıklı, motive ve etkili çalıştıklarını; tükenmişlik düzeylerinin daha düşük ve örgütsel bağlılıklarının daha yüksek olduğunu göstermektedir. Mevcut çalışmalar genellikle küçük ve kesitsel olup, PsyCap'in alt boyutlarının etkileşimi ve uzun vadeli etkileri yeterince incelenmemiştir. Bu derlemenin amacı, hemşirelikte psikolojik sermaye literatürünü sistematik olarak incelemek ve PsyCap'in diğer değişkenlerle ilişkilerini ortaya koymaktır.

Anahtar Kelimeler: Hemşirelik, hemşirelikte psikolojik sermaye, hemşirlikte stres ve dayanıklılık

.

ABSTRACT

Psychological capital (PsyCap) consists of positive psychological resources that facilitate individuals' coping with challenges encountered in work and life. Research shows that nurses with high PsyCap are more resilient, motivated, and effective in stressful and demanding conditions; they have lower levels of burnout and higher organizational commitment. Current studies are generally small and cross-sectional, and the interaction of PsyCap's sub-dimensions and its long-term effects have not been sufficiently investigated. The aim of this review is to systematically examine the psychological capital literature in nursing and to reveal the relationships between PsyCap and other variables.

Keywords: Nursing, psychological capital in nurses, stress and resilience in nurses

1.Introduction

The nursing profession is characterized by high workloads and intense, complex working environments. Nurses not only provide physical care under demanding and long working conditions, but also take on responsibilities such as meeting patients' emotional and psychological needs, making quick and accurate decisions, and dealing with unexpected crisis situations. This situation brings with it significant risks of stress and burnout at both the individual and organizational levels. Nurses working in high-risk areas such as intensive care, emergency services, and pandemics are under constant pressure and need support to maintain both their job performance and psychological health. In this context, the importance of psychological resources that increase individual resilience, motivation, and job performance is becoming increasingly apparent.

Sorumlu yazar: Işıl DURAN
E-mail: dr.isilduran@gmail.com,ORCID ID: 0000-0002-4316-7260
Geliş /Submission: 15.11.2025 **Kabul /Acceptance:** 05.02.2026 **Yayın/ Publication:** 16.02.2026
Atıf /Cite: DURAN, I. (2026). Resilience in Challenging Conditions: The Role of Psychological Capital in Nursing. ASHD, 2026:23,(1):12-18-

Copyright© 2026. Published by Ankara University Press on behalf of Ankara University Vocational School of Health Services.
This is an open access article under the Creative Commons AttributionNonCommercial 4.0 International (CC BY-NC 4.0) License.

Psychological capital (PsyCap), developed in positive psychology literature, stands out as a fundamental concept that enhances individuals' capacity to cope with challenges and supports resilience in work and social life. PsyCap consists of four core components: self-efficacy, hope, optimism, and psychological resilience. Self-efficacy represents an individual's confidence in their ability to perform their tasks and increases motivation when faced with challenging tasks. Hope encompasses the ability to develop strategic ways to achieve goals and overcome obstacles, while optimism involves the tendency to explain negative situations as temporary and external causes. Psychological resilience, on the other hand, refers to the capacity to achieve functional adaptation in the face of stress, crisis, and uncertainty. These four dimensions form a structure that complements each other and enhances both personal and professional performance.

Research in the field of nursing shows that individuals with high levels of Psychological Capital (PsyCap) are more resilient, motivated, and effective in stressful and demanding work environments. This not only reduces the risk of burnout at the individual level but also has positive effects on organizational levels such as commitment, job satisfaction, and service quality. Especially during times of crisis, such as pandemic conditions, nurses with high PsyCap are not only more successful in protecting their own psychological health, but also in ensuring the continuity and safety of patient care. The literature emphasizes the importance of PsyCap as a strategic resource that increases both individual performance and organizational efficiency.

However, most existing studies are based on cross-sectional designs and are limited in terms of sample sizes and regional distributions. Furthermore, the interactions between the sub-dimensions of PsyCap and its long-term effects have not yet been sufficiently researched. This limits the generalizability of the findings and highlights the need for more comprehensive research, both theoretically and practically. Developing PsyCap in the nursing profession is important not only for individual well-being but also for maintaining sustainable performance and high-quality standards in the workplace.

In this context, the present review aims to address the conceptual foundations and practical importance of PsyCap in the nursing profession; to systematically examine the existing literature; and to evaluate the relationships between PsyCap and nurses' performance, stress management, and organizational commitment within a scientific framework. This approach contributes to the academic literature and provides a basis for developing strategies that will increase nurses' individual resilience and strengthen the functioning of healthcare institutions.

2.Psychological Capital: Definition and Conceptual Framework

Psychological capital (PsyCap) is a concept that refers to the positive psychological resources individuals possess in the context of work and life. In organizational behavior literature, the importance of approaches aimed at fostering a positive perspective on events and processes is increasingly recognized. In this context, the understanding of positive organizational behavior has paved the way for the emergence of the concept of psychological capital [10]. Luthans [19] defines positive psychological capital as a structure that enables individuals to have positive emotions that support self-confidence, hope, resilience, optimism, and psychological health, thereby improving their quality of life.

Significant progress has been made in the field of psychological capital in recent years, influenced by the positive psychology movement [37]. PsyCap is a resource that makes individuals' lives more meaningful and productive, revealing their potential. When combined with strength-based practices in the workplace, this approach creates a positive scientific framework that enhances organizational performance and employee well-being [4].

Luthans and Youssef [31] conducted a comprehensive analysis of economic, social, and human capital, revealing their differences and general characteristics. As a result of this study, the concept of psychological capital was defined as “a person's positive psychological state during their growth and development process, which goes beyond human capital and social capital, improving personal development and performance” [12].

3.Dimensions of Psychological Capital

Psychological capital is an integrated structure that expresses individuals' positive psychological resources and consists of four basic components. These are considered to be self-efficacy, hope, optimism, and psychological resilience. Each dimension represents unique competencies that increase an individual's capacity to cope with the challenges they face in both work and life contexts.

3.1.Self-efficacy

Self-efficacy refers to an individual's subjective belief in their capacity to perform a specific task and reflects confidence in this competence rather than actual competence [31]. Individuals with high self-efficacy are more successful in setting challenging goals, viewing obstacles they encounter as opportunities for growth, maintaining their motivation, and sustaining their level of effort [19]. This trait not only enhances an individual's performance but also contributes to the development of a resilient attitude in achieving their goals.

3.2.Hope

Hope refers to the entirety of cognitive and emotional pro-

cesses that enable an individual to take action [2]. This dimension involves the individual defining their goals in a clear, achievable, and measurable way; developing alternative paths; tracking progress in small steps; and focusing on the process [20]. Furthermore, the ability to develop flexible strategies in the face of obstacles and to redefine goals when necessary are among the key factors that strengthen hope [23].

3.3.Optimism

Optimism reflects an individual's tendency to attribute positive events to permanent and internal causes and negative events to temporary and external causes [36]. This dimension involves accepting past experiences, developing gratitude by focusing on the positive aspects of current circumstances, and viewing uncertainties about the future as opportunities [24]. Optimistic individuals can act in a motivated manner without losing morale in the face of difficulties.

3.4.Psychological Resilience

Psychological resilience refers to an individual's ability to adapt functionally to adverse conditions such as stress, uncertainty, conflict, failure, and risk [20]. Programs aimed at increasing resilience support individuals in recognizing and overcoming negative thought patterns, evaluating their beliefs in the face of problems, and maintaining emotional balance during stressful times [22]. Although each dimension of psychological capital is considered as an independent conceptual structure, research shows that these dimensions create a synergistic effect when considered together [3]. Psychological capital provides a holistic, empowering effect on performance and organizational efficiency [21]. Therefore, rather than developing only one dimension, adopting a development approach that encompasses all components produces much more sustainable results for organizations. In summary, an individual's confidence in their ability to succeed in challenging tasks can be defined as self-efficacy, positive expectations for the future as optimism, determination to achieve goals as hope, and the capacity to recover from setbacks as psychological resilience [32]. These four dimensions constitute an individual's positive psychological capital and function as fundamental resources that support both personal and organizational performance. Therefore, developing psychological capital not only strengthens an individual's well-being but also creates a more sustainable, motivating, and productive work environment.

4.The Importance of PsyCap in Nursing

The nursing profession is one of the occupational groups with the highest workload and stress levels. Therefore, the importance of PsyCap for nurses is quite evident. It is stated that PsyCap components strengthen both individual resilience and organizational commitment [23]. Research shows that psychological capital plays a critical buffering role in reducing nurses' burnout and maintaining care quality, especially in high-risk working conditions such as intensive care, emergency services, and during pandemics. Nurses with high PsyCap levels are reported to be more committed to their institutions and more determined to maintain care quality [6]. This situation demonstrates that nurses with high psychological capital not only maintain their own emotional resilience but also exhibit a more stable attitude in ensuring the continuity and safety of patient care. Therefore, PsyCap can be considered a strategic human resource that increases both employee commitment and service quality.

Studies conducted during the COVID-19 pandemic have shown that approximately one-third of nurses experienced severe psychological stress [35]. PsyCap has emerged as a protective factor that enables nurses to cope more successfully with stress during this process [26]. PsyCap is considered an important resource for nurses not only in routine work processes but also in disaster and crisis situations. Research on how PsyCap affects nurses during crises shows that it has a positive effect on nurses' coping with disasters and increases their individual resilience. Studies also show that PsyCap has a meaningful and positive effect on nurses' individual resilience in disaster situations [8,13]. It has been revealed that psychological capital, especially during times of crisis, is not limited to maintaining individual well-being but is also a critical psychological resource that supports the sustainability of healthcare services. Therefore, strengthening PsyCap levels in extraordinary conditions such as a pandemic is of strategic importance in reducing nurse burnout and maintaining service quality.

5.PsyCap and Nurses' Performance

Regarding the effect of PsyCap on nurses' performance, it has been reported that resilience alone does not always explain performance; however, PsyCap components such as hope, optimism, and self-efficacy have powerful effects on task performance. It has been concluded that nurses with high psychological resilience cope more easily with the problems and difficulties they encounter, and that PsyCap components affect both individual and organizational performance in nurses [27].

A study found that the level of PsyCap in nurses was average, with the highest score in self-efficacy and the lowest score in optimism [38]. Interventions aimed at increasing optimism can strengthen both individual resilience and job performance by balancing all dimensions of PsyCap. It is emphasized that PsyCap supports individual performance by reducing negative experiences in the workplace [13]. Another study emphasized that psychological capi-

tal is a vital positive behavior pattern for nurses to cope with negative experiences of workplace incivility [29]. This shows that employees with high levels of PsyCap are not only more resilient to stress and challenges, but also able to perform their duties more effectively and efficiently. Therefore, strengthening psychological capital can be considered a strategic approach that increases both employees' personal performance and overall workplace productivity. Research shows that during the COVID-19 pandemic, approximately one-third of nurses experienced significant levels of anxiety, depression, and stress [35]. In this context, PsyCap is an important resource that strengthens nurses' emotional resilience, helps them manage workplace stress, and improves their overall psychological well-being and workplace performance [26]. High PsyCap levels have also been associated with workplace well-being, organizational performance, and positive patient outcomes [9]. It has been noted that when Hope, Self-Efficacy, Resilience, and Optimism come together, they enable nurses to behave more effectively and proactively in the face of organizational demands. Unlike other personality traits, PsyCap can be enhanced through training programs, organizational support, and development initiatives. Nurses with high PsyCap levels have been observed to experience lower stress, reduced intention to leave, increased job satisfaction, and greater organizational commitment [23].

6.PsyCap and Organizational Productivity

Psychological capital plays an important role in organizational efficiency. In this context, PsyCap contributes to nurses' ability to continue their duties in high-stress environments and maintain their professional commitment [23,6]. A study has shown that PsyCap acts as a buffer against work stress and reduces the risk of burnout [7,33]. According to the results of the Psychological Capital Scale for nurses, the overall PsyCap level was measured as 105.11±12.97, with the highest score among the sub-dimensions being self-efficacy and the lowest score being optimism. These results indicate that employees have a high belief in their ability to cope with difficulties, but that the optimism dimension remains lower than other components in terms of positive expectations for the future [38]. Long-term job stress and psychological burden have emerged as a serious global problem among healthcare workers [39]. High levels of PsyCap among nurses reduce the risk of burnout and turnover while increasing job satisfaction and professional performance.

Therefore, strengthening PsyCap is of strategic importance in terms of both individual well-being and organizational efficiency.

7.Psychological Capital and Organizational Commitment

The literature has demonstrated a strong relationship between psychological capital and organizational commitment. Studies on this topic indicate that employees with high psychological capital are more committed to their organizations and have lower turnover intentions [18,20]. In addition to studies indicating that the four components of PsyCap are highly explanatory on their own and contribute to organizations' capacity to gain competitive advantage [1]. In addition to these studies, other research has shown that the overall PsyCap level is more strongly related to organizational commitment as a whole, rather than just individual dimensions [17].

8.Global and Unit Differences in PsyCap

When examining studies on psychological capital among nurses on a global scale, a meta-analysis evaluated the data of 10,016 nurses. The overall PsyCap level was found to be medium-high, with self-efficacy being the highest and hope being the lowest among the sub-dimensions. Considering regional differences, nurses in Asia had the lowest PsyCap level at 4.03, while those in America had 4.80, Australia 4.51, and Africa 4.98, indicating higher levels [43]. The low PsyCap in Asia has been associated with high workload, staff shortages, and pandemic-related psychological burdens [40,42]. Similarly, in the Philippines, low PsyCap has been reported to be associated with burnout and intention to leave the job [16]. In the US, high PsyCap has been found to be positively associated with job satisfaction and perceived patient safety [9]. In department-based analyses, intensive care unit (ICU) nurses had the lowest PsyCap level at 4.09, while operating room nurses had the highest level at 4.48. It was determined that ICU nurses had lower PsyCap due to heavy workload, ethical dilemmas, and critical patient care. [15,41].

9.Time and Sample Effect in PsyCap

While the average PsyCap level in studies conducted between 2014 and 2018 was 4.26, this average dropped to 3.95 in the 2019–2021 period. This decline indicates that the COVID-19 pandemic negatively affected nurses' psychological state [12,35,39]. Sample size also affects PsyCap levels; studies with small samples (≤400 participants) reported PsyCap levels of 3.97, while studies with large samples reported levels of 4.32 [43].

10.PsyCap and Organizational Spirituality, Job Satisfaction

A study conducted in Istanbul found a high level of positive correlation between psychological capability and organizational spirituality among healthcare workers [28]. Stress and stress coping skills were also found to be related to psychological capability and spirituality. Similarly, PsyCap has been shown to have a negative effect on burnout and an indirect effect on intention to leave [44]. Ove-

rall, the literature shows that PsyCap plays a critical role in helping nurses develop resilience to job stress, improve their performance, and strengthen their organizational commitment. Strengthening PsyCap, both in terms of individual well-being and organizational efficiency, is possible through training programs, psychological support, and organizational interventions. Therefore, implementing strategies that increase nurses' PsyCap levels will directly improve the performance of healthcare institutions, both in terms of employee and patient focus [28,44].

11.PsyCap and Recent Studies

Recent studies indicate that PsyCap plays a decisive role in nurses' performance and stress. Recent research findings generally show that psychological capital (PsyCap) plays a critical role in nurses' job performance, stress, burnout, and well-being. It shows that psychological capital increases job performance in nurses; this effect is strengthened through a chain mediation model involving problem-focused coping and job commitment, and that nurses with high psychological capital are more committed to their jobs and cope more effectively with stress factors [5]. The protective effect of psychological capital is also seen in the context of burnout. A systematic review and meta-analysis revealed a significant and negative relationship between psychological capital and burnout in nurses and psychological capital was found to play a mediating role in the relationship between nurses' job commitment and occupational stress This result suggests that interventions aimed at increasing psychological capital may be an effective strategy for reducing burnout [30]. Similarly, a study conducted on pediatric nurses reported a negative relationship between psychological capital and stress, and a positive relationship between job commitment and psychological capital [14]. The study found that psychological capital plays a mediating role in the relationship between nurses' job commitment and occupational stress [30]. These findings indicate that lower stress levels among nurses with high job commitment occur through psychological capital. Another recent study showed a significant negative relationship between psychological capital and nursing stress, and a positive relationship between psychological capital and subjective well-being. This study also suggests that psychological capital may be a mediating factor in the relationship between subjective well-being and occupational stress [34]. In conclusion, recent studies have examined the effect of social variables on psychological capital and job performance, and the individual and organizational effects of this concept have also been tested using mediation models.

12.Conclusions and Recommendations

This review study has revealed the importance of psychological capital (PsyCap) in the nursing profession and its effects on both individual and organizational performance. The current literature shows that nurses with high levels of PsyCap work more resiliently, are more motivated, and are more effective in stressful and demanding work environments. Specifically, the dimensions of self-efficacy, hope, optimism, and psychological resilience play a critical role in maintaining individual well-being and ensuring sustainable job performance. Furthermore, PsyCap has been found to strengthen nurses' organizational commitment and reduce the risk of burnout. Findings in the literature indicate that PsyCap is a strategic resource not only at the individual level but also in terms of the overall functioning and service quality of healthcare institutions. Research shows that PsyCap can be enhanced through training programs, organizational support, and development initiatives. In this context, practices aimed at strengthening nurses' psychological capital levels can be considered an effective method for both improving individual well-being and enhancing service quality. Particularly during crisis periods, it has been observed that nurses with high PsyCap levels both maintain their own resilience and ensure the continuity of patient care.

Continuous education programs should be planned to develop nurses' self-efficacy, hope, optimism, and psychological resilience skills.

Counseling, mentoring, and stress management support at work should be increased; it should be implemented especially in high-risk areas such as intensive care and emergency services.

Organizational strategies that will increase nurses' PsyCap levels should be supported by work-life balance, flexible working hours, and reward systems.

Studies examining the long-term effects of PsyCap and the interactions of its sub-dimensions should be increased, and regional and unit-based differences should be continuously monitored.

Strengthening PsyCap during pandemics, disasters, or emergencies should be adopted as a priority strategy for maintaining nurses' psychological and professional resilience.

In conclusion, increasing nurses' PsyCap levels will provide sustainable benefits in terms of both individual psychological well-being and organizational performance. It is important for healthcare institutions to effectively support these resources for the benefit of both staff and patients.

References

[1]. Akçay HV. Pozitif Psikolojik Sermayenin İş Tatmini İle İlişkisi. KSÜ İİBF Dergisi. 2012;2(1):123-140. https://dergipark.org.tr/tr/download/article-file/107645

[2]. Akman Y, Korkut F. Umut ölçeği üzerine bir çalışma. Hacettepe Üniversitesi Eğitim Fakültesi Dergisi.

1993;9:193-202. https://dergipark.org.tr/tr/download/article-file/88235

[3]. Bryant FB, Cvengros JA. Distinguishing hope and optimism. Journal of Social and Clinical Psychology. 2004;23(2):273-302. http://dx.doi.org/10.1521/jscp.23.2.273.31018

[4]. Cameron KS, Caza A. Introduction: Contributions to discipline of positive organizational scholarship. American Behavioral Scientist. 2004;47(6):731-739.

[5]. Chen H, Kewou NYN, Atingabili S, Sogbo ADZ, Tcheudjeu AT. The effect of psychological capital on nurses' job performance: A chain mediation analysis of problem-focused coping and work engagement. BMC Nursing. 2024;23:149. https://doi.org/10.1186/s12912-024-01802-6

[6]. Dimino K, Horan KM, Stephenson C. Leading our frontline HEROES through times of crisis with a sense of hope, efficacy, resilience, and optimism. Nurse Leader. 2020;18(6):592-596. https://doi.org/10.1016/j.mnl.2020.05.011

[7]. Doğan A. İş yeri kayırmacılığı, tükenmişlik ve psikolojik sermaye: Hemşireler üzerine bir araştırma. Öneri Dergisi. 2025;20(64):486-504. doi:10.14783/maruoneri.1676033

[8]. Duan Y, He J, Zheng R, Feng X, Xiao H. The relationship between disaster preparedness, psychological capital, and coping style among nurses: a cross-sectional study from China. Perspectives in Psychiatric Care. 2022;58:2577–2584. https://doi.org/10.1111/ppc.13098

[9]. Elliott R, Fry M. Psychological capital, well-being, and patient safety attitudes of nurses and midwives: a cross-sectional survey. Nursing Health Science. 2021;23:237–244. https://doi.org/10.1111/nhs.12808

[10]. Güler BK. Pozitif psikolojik sermaye: Tanımı, bileşenleri ve yönetimi. In: Keser A, Yılmaz G, Yürür Ş, eds. Çalışma yaşamında davranış güncel yaklaşımlar. Umuttepe Yayınları; 2009:119-146.

[11]. Häussl A, Ehmann E, Pacher A, Knödl K, Huber T, Neundlinger L, et al. Psychological, physical, and social effects of the COVID-19 pandemic on hospital nurses. International Nursing Review. 2021;68:482–492. https://doi.org/10.1111/inr.12716

[12]. Jin J, Li H, Song W, Jiang N, Zhao W, Wen D. The mediating role of psychological capital on the relation between distress and empathy of 115 medical residents: A cross-sectional survey. Medical Education Online. 2020;25(1):1-8. doi:10.1080/10872981.2019.1710326

[13]. Karatepe HK, Kuşcu FN, Karaman M. Psikolojik sermayenin bireysel performansa etkisi: Hemşireler üzerinde bir araştırma [Individual performance effect of psychological capital: A research on nurses]. Anemon Muş Alparslan Üniversitesi Sosyal Bilimler Dergisi. 2019;7(Eğitim & Psikoloji):105–114. https://doi.org/10.18506/anemon.520715

[14]. Keykha KA, Alinejad-Naeini M, Peyrovi H. The mediating role of psychological capital in the association between work engagement and occupational stress in pediatric nurses. Scientific Reports. 2025;15:70-41. https://www.nature.com/articles/s41598-025-91521-y

[15]. Koy V, Yunibhand J, Turale S. Comparison of 12 and 24 hours shift impacts on ICU nursing care, efficiency, safety, and work-life quality. International Nursing Review. 2022;69:38–46. https://doi.org/10.1111/inr.12715

[16]. Labrague LJ, De Los Santos JAA, Falguera CC, Nwafor CE, Galabay JR, Rosales RA, et al. Predictors of nurses' turnover intention at one and five years' time. International Nursing Review. 2020;67:191–198. https://doi.org/10.1111/inr.12581

[17]. Larson MD. Positive psychological capital: A comparison with human and social capital and an analysis of a training intervention. University of Nebraska Faculty of The Graduate College; 2004. https://digitalcommons.unl.edu/dissertations/AAI3142090/

[18]. Lifeng Z. Effects of psychological capital on employees' job performance, organizational commitment, and organizational citizenship behavior. Acta Psychologica Sinica. 2007;2:18. https://journal.psych.ac.cn/acps/EN/lexeme/showArticleByLexeme.do?articleID=2007

[19]. Luthans F. Positive psychological capital: Development the human competitive edge. New York: Oxford University Press; 2007:1-68. https://academic.oup.com/book/26255?searchresult=1&utm_source=Tren&login=false

[20]. Luthans F, Jensen SM. Hope: A new positive strength for human resource development. Human Resource Development Review. 2002;1(3):304–322. https://doi.org/10.1177/1534484302013003

[21]. Luthans F, Avey JB, Avolio BJ, Peterson SJ. The development and resulting performance impact of positive psychological capital. Human Resource Development Quarterly. 2010;21(1):41-67. https://doi.org/10.1002/hrdq.20034

[22]. Luthans F, Luthans KW, Luthans BC. Positive psychological capital: Beyond human and social capital. Business Horizons. 2004;47(1):45-50. https://doi.org/10.1016/j.bushor.2003.11.007

[23]. Luthans F, Youssef CM, Avolio BJ. Psychological Capital: Developing the human competitive edge. Oxford University Press; 2007. https://doi.org/10.1093/acprof:oso/9780195187526.001.0001

[24]. Luthans FCM, Youssef C. Human, social and now positive psychological capital management: Investing in people for competitive advantage. Organizational Dynamics. 2004;33(2):143-160. https://digitalcommons.unl.edu/managementfacpub/154

[25]. Luthans KW, Jensen SM. The linkage between psychological capital and commitment to organizational mission: A study of nurses. Journal of Nursing Administration. 2005;35(6):304–310. https://doi.org/10.1097/00005110-200506000-00007

[26]. Mubarak N, Safdar S, Faiz S, Khan J, Jaafar M. Impact of public health education on undue fear of COVID-19 among nurses: The mediating role of psychological capital. International Journal of Mental Health Nursing. 2021;30:544–552. https://doi.org/10.1111/inm.12819

[27]. Nasurdin AM, Ling TC, Khan SN. The role of psychological capital on nursing performance in the context of medical tourism in Malaysia. International Journal of Business and Society. 2018;19(3):748–761. https://www.ijbs.unimas.my/images/repository/pdf/Vol19-no3-paper12.pdf

[28]. Nazlı İ, Aktaş H. Örgütsel maneviyat ve psikolojik sermayenin duygusal emek ve stresle başa çıkma üzerin-

deki etkisi: İstanbul'da sağlık çalışanları üzerinde bir araştırma. Akdeniz İİBF Dergisi. 2023;23(1):75-96. https://doi.org/10.25294/auiibfd.1162754

[29]. Nolzen N. The concept of psychological capital: A comprehensive review. Management Review Quarterly. 2018;68(3):237–277. https://doi.org/10.1007/s11301-018-0138-6

[30]. Orgambídez A, Borrego Y, Cantero-Sánchez FJ, León-Pérez JM. Relationship between psychological capital and nursing burnout: A systematic review and meta-analysis. International Nursing Review. 2024. https://doi.org/10.1111/inr.13072

[31]. Özkalp E. Örgütsel davranışta yeni bir boyut: Pozitif (olumlu) örgütsel davranış yaklaşımı ve konuları. 17. Ulusal Yönetim ve Organizasyon Kongresi Bildiriler Kitabı. 2009:491-498.

[32]. Peterson TA, Luthans F, Jeung W. Thriving at work: Impact of psychological capital and supervisor support. Journal of Organizational Behavior. 2014;35:434-446. https://doi.org/10.1002/job.1907

[33]. Rehman S, Qingren C, Latif Y, Iqbal P. Impact of psychological capital on occupational burnout and performance of faculty members. International Journal of Educational Management. 2017;31(4):455-469. doi:10.1108/IJEM-01-2016-0011

[34]. Saad AA, Elsherif ZA, Gemeay EM, El Salamony AAW. Psychological capital, subjective wellbeing and their relation with occupational stress among nurses working at Tanta Mental Health Hospital. Tanta Scientific Nursing Journal. 2024. https://tsnj.journals.ekb.eg/article_367924_22c931f886014568116feafc324f9e8c.pdf

[35]. Saragih ID, Wei CW, Batubara SO, Saragih IS, Lee BO. Global prevalence of mental health problems among healthcare workers during the Covid-19 pandemic: a systematic review and meta-analysis. International Journal of Nursing Studies. 2021;121:104002. https://doi.org/10.1016/j.ijnurstu.2021.104002

[36]. Seligman MEP, Csikszentmihalyi M. Positive psychology: An introduction. American Psychologist. 2000;55(1):5-14. https://doi.org/10.1037/0003-066X.55.1.5

[37]. Shahnawaz MG, Jafri H. Psychological capital as predictors of organizational commitment and organizational citizenship behaviour. Journal of The Indian Academy of Applied Psychology. 2009;35(Special Issue):78-84. https://jiaap.in/wp-content/uploads/2009/11/9-1.pdf

[38]. Tokur Kesgin M, Yaşayacak A. Determination of psychological capital levels of nurses. Journal of Nursology. 2025;28(2):167–176. https://doi.org/10.17049/jnursology.1478643

[39]. Turale S, Nantsupawat A. Clinician mental health, nursing shortages and the COVID-19 pandemic: crises within crises. International Nursing Review. 2021;68:12–14. https://doi.org/10.1111/inr.12674

[40]. Wang Q, Zhu X, Jiang X, Li M, Chang R, Chen B, et al. Relationship between stressful life events, coping styles, and schizophrenia relapse. International Journal of Mental Health Nursing. 2021;30:1149–1159. https://doi.org/10.1111/inm.12865

[41]. Woo T, Ho R, Tang A, Tam W. Global prevalence of burnout symptoms among nurses: a systematic review and meta-analysis. Journal of Psychiatric Research. 2020;123:9–20. https://doi.org/10.1016/j.jpsychires.2019.12.015

[42]. Xie WQ, Chen L, Feng F, Okoli CTC, Tang P, Zeng L, et al. The prevalence of compassion satisfaction and compassion fatigue among nurses: a systematic review and meta-analysis. International Journal of Nursing Studies. 2021;120:103973. https://doi.org/10.1016/j.ijnurstu.2021.103973

[43]. Yuan Z, Zhang X, Wang F, Jin M, Teng M, He H, et al. Levels of psychological capital among nurses: A systematic review and meta-analysis. International Nursing Review. 2023;70:89–96. https://doi.org/10.1111/inr.12803

[44]. Zambrano-Chumo L, Guevara R. Psychological capital and turnover intention: The mediating role of burnout among healthcare professionals. International Journal of Environmental Research and Public Health. 2024;21(2):185. https://doi.org/10.3390/ijerph21020185