

Psychological Capital Intervention towards perceived White Collar Crime and Employee's Job Related Attitude in Pakistan

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Abstract

This study focused on sympathetic activation of positive psychological capital intervention with four of its vital facets i.e. hope, optimism, resilience and self-efficacy, towards official crimes done by white collar employees of the organization and employee job related attitude/ outcome. Self-administered questionnaires were distributed among 319 male and female employees of Pakistan International Airlines (PIA), Oil and Gas Development Company Limited (OGDCL), Pakistan Telecommunication Company Limited (PTCL), and National Bank of Pakistan (NBP). After data collection three variables i.e. psychological capital, white collar crime and job related attitude/ outcome were analytically analyzed by utilizing two software's i.e. Liseral and SPSS (Statistical Package for Social Sciences) version 8.70 and 20 respectively. The statistical result reported that psychological capital has significant positive effect on job related attitude/ outcome whereas; Psychological capital has significant negative effect on white collar crime. The construct validity was measured via using structure equation model and confirmatory factor analysis. Recommendations, practical implications and future research directions are also incorporated in the study.

Keywords: Psychological Capital, Job Related Attitude/ Outcome, White Collar Crime

Introduction

White Collar Crime (WCC) is an inconvenient issue confronted by the greater part of the associations in late time (Durrah et al., 2016; Bressler and Bressler, 2007). WCC is a wrongdoing submitted by a man of respectability and extraordinary societal position, over the span of his profession (Wang, Yen and Liu, 2015; Sutherland and Donald, 1978). Commonly WCC incorporates misrepresentation, cybercrime and tax evasion (Hussain and Manzoor, 2014). WCC abuse trust and in this manner it makes doubt, which brings down social resolve and delivers social disruption on huge scale (Durrah et al., 2016; Sutherland 1939). Authoritative workers are generally required in carrying out the

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violations exercises against their proprietors and now and again outcast (Mills, Fleck and Kozikowski, 2013; Bressler, 2011). In the meantime WCC is not getting a legitimate concentration and spending plan, its actual cost is not being measured (Effiok, Ojong and Usang, 2012). There are enormous progressively outstretching influences that twig from a WCC, for example, work misfortune, stock cost drops, shopper cost expands, court costs (Mills, Fleck and Kozikowski, 2013; Hogsett and Radig, 1994). These are to a great degree exorbitant and after broad research it is not clear that they are not being completely represented in the aggregate cost of WCC.

In Pakistan a variety of wrongdoings are currently known as WCC, for example, salary charge avoidance, stock control, purchaser extortion, misappropriation, ponzi, kickbacks, digital loafing and distortion of corporate data (Hussain and Manzoor, 2014). Defilement Establishment of Pakistan used to deal with the Provincial subjects in their separate area (Mahmood and Hanfi, 2012). National Accountability Bureau (NAB) being a government organization with wide powers and laws having superseding impacts istaking care of entire of Pakistan. The essential part of NAB is to explore the instances of debasement and WCC (Hussain and Manzoor, 2014). In Pakistan there exist two noteworthy sorts of authoritative WCC rehearses, the first is word related wrongdoing (individual intrigue) and the second one is corporate wrongdoing that is conferred by corporate official for their association or organization advantage (Erkuş and Fındıklı, 2013). The greatest obstacle in battling debasement in Pakistan is the political practicality of the legislatures (Durrah et al., 2016; Mahmood et al., 2012). Because of this the vast majority of the counter debasement components have bombed in Pakistan (Hussain and Manzoor, 2014).

Studies reported that mental assets are the critical so as to adapt to the regularly changing and turbulent environment which they confront on the work put (Luthans, Luthans and Jenson, 2012). As indicated by Luthans, Youssef and Rawski (2011) positive mental capital upgrades the positive conduct and state of mind in the midst of representatives. In late time, a recently created idea of the Psychological Capital increased much consideration (Manzoor and Jalil, 2014). Psychological Capital is an individual's sure condition of improvement portrayed by flexibility, trust, positive thinking and self-adequacy (Luthans, Luthans and Jenson, 2012). Real research directed in China and United States of America demonstrated that there is certain relationship amongst Psychological Capital and worker positive occupation conduct (performance) and attitude (commitment) (Luthans, 2007). Measuring the concept of WCC and positive Psychological Capital is the area which doesn't get an appropriate consideration previously (Hussain and Manzoor, 2014; Bressler and Bressler, 2007). There is a dearth of empirical research on

measuring the effect of white collar crime on an organizational outcome such as job performance (Cortina, 2008; Cortina and Magley, 2009). According to Wazir *et al.*, (2014) exceptionally limited research work had been done with regards to mental capital in Asian nations particularly in Pakistan. In order to fulfill the existing research gap the current study seeks to explore the relationship between psychological capital, perceived white collar crime and employee job related attitude in Khyber Pakhtunkhwa (KP) Pakistan. The purpose of the study is to find the effect of Psychological Capital (PC) practices (hope, optimism, self-efficacy and resilience) towards WCC and work related attitude and job outcomes.

Literature Review

Psychological Capital and Work-related Attitudes and Behaviour

Numerous studies have been led to explore the associations among PC and work-related attitudes. PC is negatively related with the absenteeism (Avey *et al.*, 2008) employee deviance (Luthans *et al.*, 2010) related with the Job fulfillment and worker duty to work (Luthans *et al.*, 2008). This implies PC can be reinforced by gathering mediations (Luthans *et al.*, 2010) when each individual pick up advantages from the total PC and convincing organization (Walumbwa and Zhang, 2011), investigate examination of (Paul and Phua, 2011) reported that associations today consider PC as essential for making a minding situation in associations which can encourage better execution and productivity by increasing satisfaction level and commitment towards the organization.

Organizational Commitment (OC) and Job Satisfaction (JS) were considered as the two measurements of business related dispositions. Experimental confirmation demonstrates that Psycap is decidedly identified with the JS and OC (Luthans, 2007). Luthans *et al.*, (2010) focused on that the relationship amongst JS and PC is straight and solid among the representatives, working in the tourism division. Facilitate discoveries demonstrate that exceptionally cheerful, versatile, idealistic and self-assurance representatives have high level of JS. Examine done by Luthans, (2007) in a little Midwestern processing plant generation laborers, they came to realize that confident specialists were more happy with their employment related undertakings. Youssef and Luthans (2007) found similar results that level of trust was corresponded with JS. Luthans and Peterson (2003) pushed and affirmed the relationship that cheerful administrator who worked for the fast food stores have indicated more JS. By and large, in representatives, abnormal state of trust will lead the change of worker's JS in light of the fact that the worker's trust level empowers them towards self-inspiration and to increase best of the circumstance by arranging their exercises. Scientists likewise called

attention to that the abnormal state of JS can be found when trust is joined by worker's good faith, level of the self-viability and their capacity to react positively to the mishaps. Luthans et al., (2007) led an exploration in administration understudies, taking the two examples of designers and experts. Ponder uncovered' that there' is sure connections amongst JS and PC.

To date, most research studies have been conducted on performance as an outcome of PC. Multiples types of the performances has incorporated e.g., referrals, creative's tasks, sales, quantity and quality of manufacturing and supervisory rated and multiples sample's characteristics e.g., manufacturing, service, highly educated and cross sectional. Theoretically position's consistently' advanced is' that mechanisms' in components' of PC act as effort to succeed and individual motivational propensities resulting' in increasing' the performances output. To better understands this impact of PC on performances, in the broader contexts; (Luthans et al.,) suggested far reaching model for performance in which there are eight measurements of indicators. These includes (1) non jobs particular assignment capability, (2) work particular errand capability, (3) oral and composed interchanges (4) keeping up individual teach (5) exhibiting exertion, (6) encouraging' group and companion execution (7) initiative/supervision and (8) organization/administrations. In this specific case, PC mostly identifies with the representative exhibitions through measurements of showing endeavors. That is, the point at which' workers' invest more energy' to succeed, representatives by and large perform' better.

Luthans (2007) also argued that motivated effort' is only predictor' of the performances also it is an important predictor. Individuals' who practice higher PC are most likely' to be strengthened and they puts onward efforts that is expressed in greater performances above long episodes of the period. Due to the high level of self-efficacy, employees put much effort in order to attain those goals about them they believe that are better capable of attaining them. Furthermore, they have strong willpowers and they generate multiples solutions to the problems (hopes), and they make positive expectations and internals attributions about desired results (optimism), and they respond in the positive way and they face the situations of adversity with courage and setbacks' (resilience's). Over all, PC should facilitates the behavior and motivations for the intentionally and successfully' accomplishing the goals' and those tasks which lead to the better performances then those having lowers PC.

Psychological Capital and White Collar Crime

According to Sutherland (1939), WCC are crimes committed by business and government professionals. Martin Seligman is known as the founder

of positive psychology. Positive psychology stress on building competencies and strength rather than treatment of dearth, disorders and pathologies of human beings. Luthans (2007) introduced totally new concept of Positive Organizational Behavior. Luthans (2007) brought the Positive psychology to the work place. The learning and presentation of positive oriented human resources quality the psychological capabilities which can be measured, created and adequately oversaw to improve the commitment of the employees in the workplace, and this is called the positive organizational behavior (Luthans, 2007). The difference between positive organizational behavior and other positive methodologies are accounted for in the scholastic and professional writings and a paradigm is set to incorporate distinctive develops in the meaning of positive hierarchical conduct. they are (a) the builds of positive hierarchical conduct must be grounded in research and hypothesis (b) they have substantial measurement (c) they should be moderately special to the field of authoritative conduct (d) they should be state-like and can be changed and created (e) they positively affect business related representative level of responsibility (Luthans et al., 2007). These constructs of positive psychology determined a criterion for the psychological capital (PC) which is consisted of hope, self-efficacy, resilience and optimism (HERO). To combine all these constructs of (hero) a new term came into existence, called psychological capital (Luthans and Youssef, 2004).

Over the span of late decades, much thought has been paid to see the essentialness of vitality in the field of HR organization. Psychological capital, have all give confirms that individual flourish when the consideration shifts from what isn't right with people groups to expanding concentrate on what is appropriate with the general population. When all is said in done, uses of this inspiration to work environment and especially in HR administration can be begin in Psychological capital or just Psycap (Youssef and Luthans, 2004). Psychological capital has significant effect on positive emotions, attitude and behavior of the employees and negatively effect on wrong doing of employees (Youssef and Luthans, 2004). This also depicts that the propensity of crime would be control by positive psychological capital.

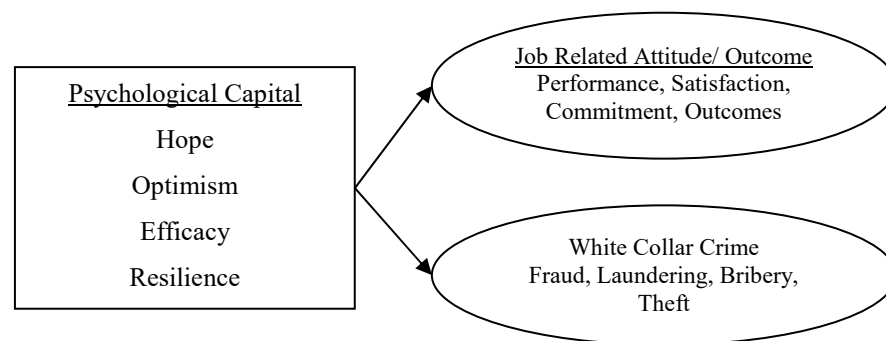
Theoretical Framework

Different scholars have hypothetically contributed in clarifying the explanations behind wrongdoing. Touby (1994) states 'the wrongdoing hypotheses rule or lose support anytime because of a scope of purposes behind wrongdoing which are hard to foresee'. Organic speculations advances the possibility of physical qualities as a purpose behind committing a wrongdoing, be that as it may, the hypothesis does not bolster the contention with strong experimental confirmation, giving not

a whole clarification for the explanations for violations and criminal conduct. It is troublesome for security and hazard directors to rely on the resumption for advising wrongdoing aversion methodologies. Mental speculations relates human perception and its improvement to the criminal conduct, be that as it may, the hypotheses contain testability issues which make the speculations a powerless ground for summing up the suppositions over an expansive populace and conceiving a preventive system in like manner. The other concern is the inherent and variable nature of individual mind which makes it harder for the security and hazard administrators to reach to an exact comprehension. Sociological hypotheses demonstrate a more noteworthy significance to aversion of wrongdoing. The sub-social point of view gives affectability towards the monetary and entrepreneur explanations behind wrongdoing. Natural hypothesis gives a solid bearing to the administration impact over wrongdoing control. Thusly, both sub-social and environmental hypothesis welcomes government mediation into the wrongdoing anticipation. Control and intelligent hypotheses demonstrate towards social wonders and give an unmistakable line of activity to the social researchers and other partners for wrongdoing counteractive action. The speculations above, by clarifying the explanations behind wrongdoing give chances to devise a system for some useful and sound judgment considering how to manage wrongdoing (Knepper 2009). The speculations may not avert wrongdoing in disengagement; be that as it may, these may supplement each other for the noteworthy lessening and counteractive action of wrongdoing.

Conceptual Framework

The conceptual framework is as follows



Hypotheses of the study

H₁: Psychological capital has significant effect on job related attitude/ outcome.

H₂: Psychological capital has significant effect on WCC

Research Methodology

The master uses quantitative research methodology in light of the way that numerical change can in like way just decisively be focused on using quantitative procedures (Sukamolson, 2010). Likewise, quantitative research strategy incorporates a numeric or quantifiable approach to manage inquire about framework (Williams, 2007). Scientist obstruction was insignificant amid information accumulation stage. Contemporary study looks at the impact of psychological capital towards work related state of mind/results and cubicle wrongdoing. The essential information was gathered from 4 open segment associations of Pakistan in particular, Pakistan International Airlines (PIA), Oil and Gas Development Company Limited (OGDCL), Pakistan Telecommunication Company Limited (PTCL), and National Bank of Pakistan (NBP). Amid the examination study, unit of investigation was individual and kind of study was cross sectional. Polls was appropriated among the Top (Administrative), Middle (Executive) and lower (Supervisory) levels of administration and their perspectives was taken regarding role of psychological capital towards job related attitude/ outcomes and white collar crime. The analytical software Lisrel and SPSS (Statistical Package for Social Sciences) version 8.70 and 20 respectively, is utilized for information examination.

Population

Male and female Administrative, Executives and Supervisors of PIA, OGDCL, PTCL and NBP of various urban regions of Khyber Pakhtunkhwa (KPK), Punjab and Islamabad, Pakistan were the study population. Mean centered masses in four affiliations were 1570.

Sample Size Determination

The sample size was controlled by the method of Yamane (1967). The last sample was comprised of 319 staff individuals. Taking after table demonstrates the insights.

Table 1: Sample size determination

Population (N)	Formula	Computation	Sample
1570	$n = N / (1 + N * e^2)$	$n = 430 / (1 + 430 * (.05)^2)$ $n = 430 / (1 + 430 * .0025)$ $n = 430 / 2.075$	319

Where n= sample size, N=population e=chance of error i.e. .05

Sampling

For information gathering, stratified arbitrary inspecting procedure was utilized. The specialist utilized proportionate designation technique for

testing portion in each of the strata that is with respect to that of the total masses.

Table 2: Proportionate Allocation Method

Companies	Total Employees (N _i)	Sample (n _i)
PIA (Peshawar, Mardan, Lahore, Rawalpindi, Islamabad)	320n _i N _i *n/N	= 65
OGDCL(Peshawar, Mardan, Lahore, Rawalpindi, Islamabad)	400n _i N _i *n/N	= 81
PTCL(Peshawar, Mardan, Lahore, Rawalpindi, Islamabad)	420n _i N _i *n/N	= 86
NBP(Peshawar, Mardan, Lahore, Rawalpindi, Islamabad)	430n _i N _i *n/N	= 87
Total Number of Employees	1570	319

$$n_i = \frac{N_i n}{N}$$

Total 319 questionnaires were distributed amid the top (Administrative), Middle (Executive) and Lower (Supervisory) levels of administration of four government possessed organizations i.e. PIA, OGDCL, PTCL, and NBP in Mardan, Peshawar, Lahore, Rawalpindi and Islamabad regions of Pakistan and 315 usable questionnaire were returned. The reaction rate was 98.7% which is sufficient for information examination (Sekaran, 2003).

Measures

Survey was utilized as an apparatus to accumulate the information in light of Likert Scale 5 points.

Psychological Capital

Psychological Capital including hope, optimism, resilience and self-efficacy were measured utilizing a shorter 12-item developed by (Luthans et al., 2007).

Work Related Attitude

The job satisfaction was measured by Cammann, Fichman, Jenkins, and Klesh (1983) using a 3-item scale and the job commitment was measured by using 9-item scale developed by Mayer and Allen (1990).

Job Performance

The employee job performance was measured by 6 items taken from (Babin and Boles, 1998).

White Collar Crime

Components decide WCC was taken from the study of (Hussain and Manzoor, 2014) with a slightly changes.

Data Presentation, Analysis and Interpretation

Table 3

Gender				
	Frequency	%	Valid %	Cumulative %
Male	195	61.9	61.9	61.9
Female	120	38.1	38.1	100.0
Total	315	100.0	100.0	
Ages				
	Frequency	Percent	Valid %	Cumulative %
18-28	254	80.6	80.6	80.6
29-39	57	18.1	18.1	98.7
40 above	4	1.3	1.3	100.0
Total	315	100.0	100.0	
Qualifications				
	Frequency	%	Valid %	Cumulative %
Under Graduates	288	91.4	91.4	91.4
Graduates	27	8.6	8.6	100.0
Total	315	100.0	100.0	
Management Level				
	Frequency	Percent	Valid Percent	Cumulative Percent
Supervisors	286	90.8	90.8	90.8
Executives	26	8.3	8.3	99.0
Administrators	3	1.0	1.0	100.0
Total	315	100.0	100.0	

The above engraved table addresses the consolidated rate and right number of male and female respondents who adequately take an interest in the study outline. Signify nature of Male respondents were 195 out of 315 people that address 61.9% of the total while; female addresses 128 out of 315 individuals that depict 38.1% of the total example. Individuals with the ages of 18-28 years address 254 out of 315 people that depict 80.6% of the total case 315. From 29-39 years and at least 40 years of ages get-together people addresses 57 and 4 independently out of 315 people that delineate 18.1% and 1.3% each of the total example 315. Graduates and under graduate's members were 288 and 37 out of 315 individuals. Besides, it speaks to the rate of graduates and students i.e. 91.4% and 8.6% individually. Low level directors were discovered 286 of the aggregate example of 315 which speaks to the rate of 90.8%. The

center level chiefs were discovered 26 of the aggregate specimen 315 with the rate of 8.3%. Best level supervisors were discovered 3 of the aggregate specimen 315 with the rate of 1%.

Table 4: Reliability Statistics

Variables	Cronbach's α	N of Items
Psychological Capital	.978	12
White Collar Crime	.971	8
Job Satisfaction	.886	3
Job Commitment	.967	9
Performance	.921	6

Inter-item dependability coefficient i.e. Cronbach's alpha for various factors are specified previously. To erase a thing from poll, Cronbach's alphas ran under 0.70 (Sekaran, 2003). So along these lines, the above subtitled unwavering quality insights estimation of four factors demonstrates that there is no any issue of cancellation of survey items.

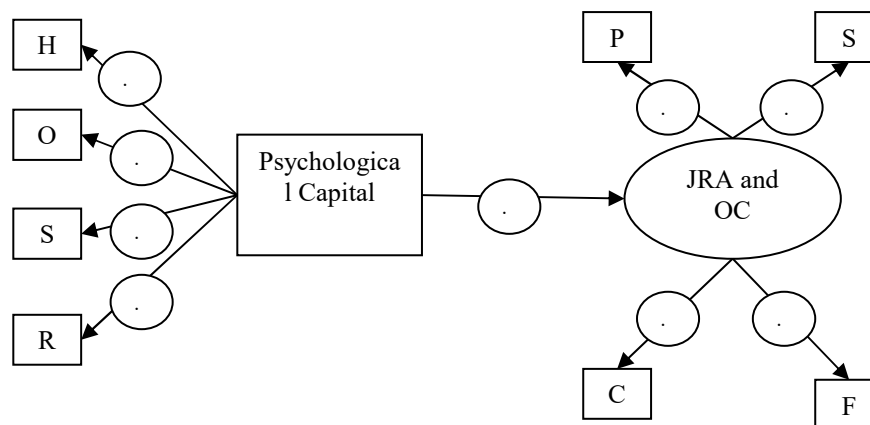
Validity, Confirmatory Factor Analysis and Structure Equation Modelling

The content and face validity of measurement instrument i.e. (questionnaire) was checked by veteran research scholars. The scholars in this regard validated the questionnaire and gave the permission for data collection. For united/build authenticity the particular model of the examination study was review through structural equation Model (SEM) and confirmatory factor analysis (CFA). The CFA is performed on the data because some of the questionnaire items were constructed. For constructed measurements items the CFA is performed (Usluel et al., 2008). For analyzing model wellness study utilized seven fit files to be specific (X^2/df , GFI, AGFI, NNFI, CFI, RMSR, RMSEA). The questionnaire was given experienced researcher scholars in order to check the face and content validity. The veteran scholars validated the statements of the questionnaire and gave their expert view about the questionnaire that is the questionnaire is clear and comprehensive enough for data collection and gave permission for data collection. In order to measure the construct validity the researcher used structure equation model (SEM) technique through confirmatory factor analysis (CFA). Result of the CFA analysis reveals that all the calculated values are lie in significance portion. Researcher used seven indices for measuring the validity i.e. ($X^2/d.f$, GFI, AGFI, NNFI, CFI, RMSR, RMSEA). The outcome of seven fit indices shows that the models have significant loading on their own constructs. The structure model analysis and the values of CFA analysis are as follows:

Structural Model Analysis

CFA for Model

Result of factor model is as follows.



Chi-Square=2.36, df=1, P-value=.000, RMSEA=0.06

The consequence of model i.e. (psychological capital and job related attitude/outcome) depict that all the figured qualities are in ordinary range and have their own particular huge loadings. The immediate way shows 35% variety exist in the reaction variable through indicator. The accompanying table shows the estimations of seven fit files of CFA investigation which exhibits all the processed qualities are in adequate reaches (Usluel, Asker and Bas, 2008).

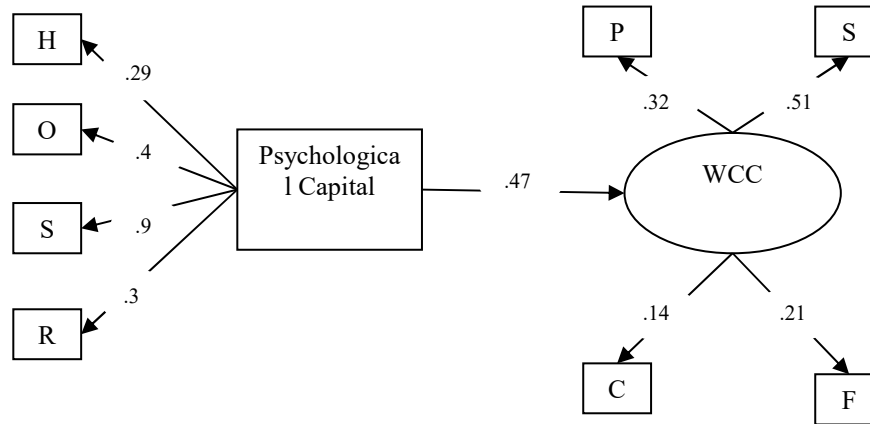
Table 5: Model 1 Psychological Capital and Job Related Attitude/Outcome

Model 1	χ^2/df	GFI	AGFI	NNFI	CFI	RMR	RMSEA
Computed Values	2.3	1.0	0.93	0.94	.97	.003	0.06
Standard (Uslueletal., 2008)	Valu <3.0	>.90	>.80	>0.90	>.90	<.10	0.06- 0.08

Structural Model Analysis

CFA for Model

Result of factor model is as follows.



Chi-Square= 2.8, df =1, P-value=.000, RMSEA=0.07

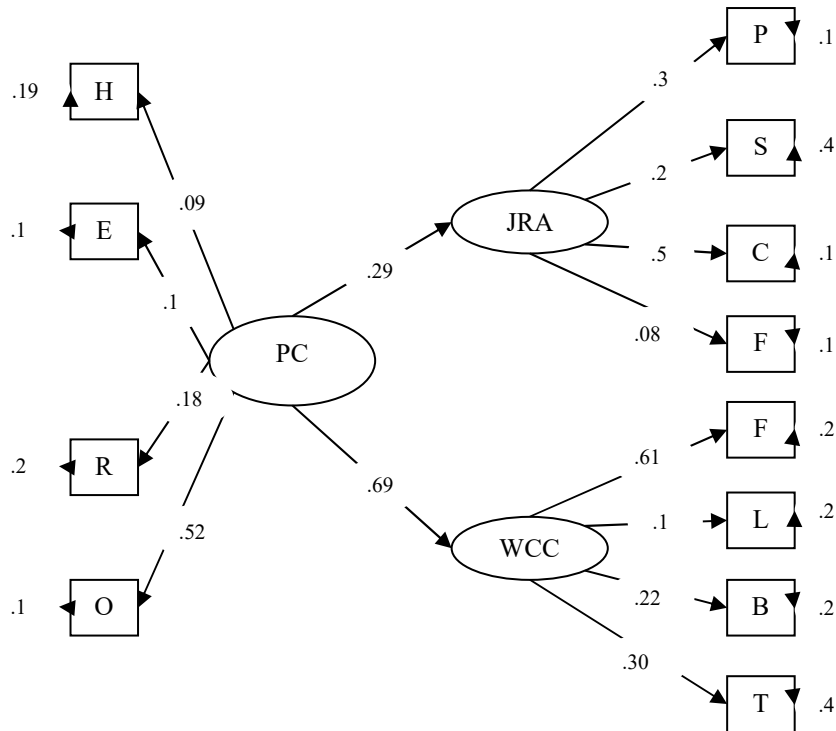
The consequence of model i.e. (psychological capital and white collar crime) depict that all the processed qualities are in typical range and have their own critical loadings. The immediate way demonstrates 47% variety exist in the reaction variable through indicator. The accompanying table displays the estimations of seven fit files of CFA examination which exhibits all the processed qualities are in worthy extents (Usluel, Asker and Bas, 2008).

Table 6: Model 2 Psychological capital and White Collar Crime

Model 1	χ^2/df	GFI	AGFI	NNFI	CFI	RMR	RMSEA
Computed Values	2.8	1.0	1.0	1.0	.99	.01	.07
Standard (Uslueletal., 2008)	Valu <3.0	>.90	>.80	>0.90	>.90	<.10	0.06-0.08

CFA for Model

Result of factor model is as follows:



Chi-Square=15.23, df=6, P-value=.018, RMSEA=0.074

The consequence of fourth 3 factor model i.e. (psychological capital, job related attitude/outcome and white collar crimes) shows that that all the registered qualities are in worthy range. Likewise, this imagines every one of the factors of the study have their own noteworthy loadings. Result portrays that every one of the qualities are in typical range for the model psychological capital, job related attitude/outcome and white collar crimes. The direct path of psychological capital and job related attitude/ performance and white collar crime indicates 35% and 47% varieties in the reaction variable through indicators. The accompanying table shows the estimations of CFA examination. All the processed estimations of 7 fit lists are in ordinary and adequate extents as indicated by Usluel, Asker and Bas (2008).

Table 7: Model 3 Psychological Capital, Job Related Attitude/ Performance and White Collar Crime

Model 1	χ^2/df	GFI	AGFI	NNFI	CFI	RMR	RMSEA
Computed Values	2.5	.98	.94	.96	.98	.01	.07
Standard	Valu <3.0	>.90	>.80	>0.90	>.90	<.10	0.06-

(Usluel et al., 2008)	0.08
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Discussion

The essential information was gathered from 4 open area associations of Pakistan in particular, Pakistan International Airlines (PIA), Oil and Gas Development Company Limited (OGDCL), Pakistan Telecommunication Company Limited (PTCL), and National Bank of Pakistan (NBP). Amid the exploration think about, unit of examination was individual and sort of study was cross sectional. Surveys were appropriated among the Top (Administrative), Middle (Executive) and lower (Supervisory) levels of administration and their perspectives was taken with respect to part of psychological capital towards job related attitude/ outcomes and white collar crime. inter item dependability coefficient i.e. Cronbach's alpha factors were discovered more noteworthy than 0.70 which is suitable for unwavering quality as indicated by (Sekaran, 2003). The validity of the questionnaire was examined by the experienced researcher scholars in order to check the face and content validity. The veteran scholars validated the statements of the questionnaire and gave their expert view about the questionnaire that is the questionnaire is clear and comprehensive enough for data collection and gave permission for data collection. In order to measure the construct validity the researcher used structure equation model (SEM) technique through confirmatory factor analysis (CFA). Result of the CFA analysis reveals that all the calculated values are lie in significance portion. Researcher used seven indices for measuring the validity i.e. ($X^2/d.f$, GFI, AGFI, NNFI, CFI, RMSR, RMSEA). The result of 3 factor model i.e. (psychological capital, job related attitude/outcome and white collar crimes) displays that that all the processed qualities are in worthy range. What's more, this imagines every one of the factors of the study have their own particular critical loadings. Result portrays that every one of the qualities are in ordinary range for the model psychological capital, job related attitude/outcome and white collar crimes. The direct path of psychological capital and job related attitude/ performance and white collar crime indicates 35% and 47% variations in the response variable through predictors. The following table exhibits the values of CFA analysis. All the computed values of 7 fit indices are in normal and acceptable ranges according to Usluel, Asker and Bas (2008). The result is consistent with the previous studies of (Durrah et al., 2016; Wang, Yen and Liu, 2015; Polatci and Akdogan, 2014; Yalcin, 2016).

Summary of Hypothesis

SN	Hypotheses	Accept/Reject
1	H ₁ : Psychological capital	Accept

	has significant positive effect on job related attitude/ outcome	
2	H ₂ : Psychological capital has significant negative effect on white collar crimes.	-do-

Conclusion and Findings

Result of the study reveals that the psychological capital with four of its facets i.e. (hope, resilience, optimism, and self-efficacy) has significant negative effect on perceived white collar crime i.e. (fraud, laundering, bribery, theft). On the other side psychological capital and its facets were found significant positive predictors of employee job related attitude and outcomes i.e. (employee satisfaction, commitment and performance). These findings depicted that the psychological capital variable play a vital role in enhancing the employee work-related-attitudes i.e. (satisfaction and commitment) and (favorable outcomes and performance). Moreover, psychological capital has found the best ingredients for the reduction in organizational crimes activities performed by white collar employees. These outcomes have key ramifications on associations and administration to concentrate on the fancied states of mind of the workers that are essential for the authoritative life and for the people working inside organization.

In public sector organizations of Pakistan the management should implement such policies that must improve their employee performance and overcome the propensity of crime committed by white collar workers. Heightening the level of psychological capital i.e. (hope, optimism, resilience, and self-efficacy) rehearses inside association or to climb the execution level of the people working in broad daylight division association of Pakistan. Positive psychological capital practices inside association are to a great degree gainful and its impact specifically on people demeanor and execution. This may decrease the affinity to violations and turnout proportion.

During the research study researcher closely observed some issues which are faced by the staff members in the organizations. In PIA, OGDCL, PTCL and NBP the workers ought not know to whom they report, what sorts of choices they are permitted to make, and what is normal every day. Directors and bosses shouldn't get suitable preparing in administration and relationship building abilities. Most workers leave an organization on account of a poor association with their specialty head or injurious conduct of their administrators. There is an unclear career plan for each employee who is giving services particularly in private universities of KP, Pakistan. Regular performance reviews shouldn't be

a part of the plan to provide feedback to the employee and to reinforce their career goals. There is no formal and consistent orientation program for the new employees. An employee will feel stranger when join the universities.

Recommendations and Suggestions

Every position in both public and private colleges ought to have a formal expected set of responsibilities. Representatives ought to know in advance to whom they report, what sorts of choices they are permitted to make, and what is normal every day. Workers ought to get proper preparing in administration and relationship building abilities. Most representatives leave an organization in view of a poor association with their manager, not on account of the organization. Employees feel there is a career plan for them; they will be more likely to stay with a company. Regular performance reviews should be a part of the plan to provide feedback to the employee and to reinforce their career goals. Management must conduct employee satisfaction surveys often. Ask employees what they want more in their positions, and what they want less. Then, do what you can to show them you were listening. Make sure organizations have a formal and consistent orientation program for all staff members. This will lead to the staff feeling more like a part of the team if there is interest demonstrated in their success from the onset.

Practical and Theoretical Implications

Practically, this study expands the role of positive psychological capital i.e. (hope, efficacy, resilience and optimism). The supervisory working alliance with positive psychological capital is the most important factor in determining the development of staff members positive attitude (job commitment, job satisfaction) and behaviour (performance, favorable outcome) (Luthans et al., 2007), and working with positive psychological capital will reduce the propensity of crimes inside organizations (Hussain and Manzoor, 2014). This research suggested that the positive psychological capital is the important variable in developing employee positive job attitude and behavior building. Moreover, positive psychological capital also overcome or controls the propensity of white collar crimes inside organization. The study assembles two hand-outs of supreme significance in relation with the psychological capital, white collar crime and employee job related attitude/ outcome literature. Earlier scholars have been taken very standpoint to the first one. It was not largely an important tip on decrease the crime committed by white collars employee via psychological capital meaningfully for their study in Pakistan. Therefore, the affect of the recent study raises the prose on psychological capital interruption directed to diminishing crimes in Asian nations in common and predominantly in Pakistan. Furthermore,

the present study of the research depict that Psychological capital have a smart impact on employee job related attitude and outcome in Asian nations.

Limitations

Because of little example measure chose on cross sectional premise this study is constrained as far as authentic generalizability and the outcome may be one-sided. Besides, this study has additionally impediment relating to the issue of scientific generalizability in light of the fact that the analyst did not utilized corroborative procedures as a part of terms of checking every one of the suppositions of the implemented multiple regression tests.

Future Area for Research

The region for extra and further research is, a top to bottom examination of more private and open associations to handle a portion of alternate components contributing towards the representatives' employment related state of mind and execution. In future the present theories ought to be examined in various examples from various different associations of Pakistan on longitudinal premise. In future, substantially more research is required on the precursors of Psycap so that inside and out conceptualization of Psycap could get a handle on.

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