



## **PSYCHOLOGICAL CAPITAL, SOCIAL CAPITAL AND EMPLOYABILITY OF GRADUATES A CASE OF ENTERPRISE UGANDA**

### **ABSTRACT**

This study set out to establish the relationship between psychological capital, social capital and employability of graduates a case of Enterprise Uganda. The following objectives guided the study: to determine relationship between psychological capital and employability of graduates; establish the relationship between social capital and employability of graduates and investigate the relationship between psychological capital, social capital and employability of graduates. The study adopted co-relational and quantitative design for generalizing the findings and providing a clear understanding of the relationship between the study variables. Data was collected using mainly primary method from a total of 278 respondents. The researcher used Pearson's correlation analysis to find out the relationship between psychological capital, social capital and employability. Regression analysis was also used to examine the influence of the independent variables, intervening variables to the dependent variable which was employability.

Findings of the study reveal that psychological and social capital have the potential to account for a variance of 59.1% (R squared ( $R^2$ ) = .591). The regression model was significant as noted from the level of significance (Sig. <.01).

The researcher recommends that need to develop the four dimensions (hope, optimism, efficacy and resilience) of psychological capital through micro-interventions which utilize developmental mechanisms which include task mastery experience, positive role modelling, contingency planning, social support activities and goal setting. Also they should assist employees with the development of their psychological capital and social capital as it may result in the employees being more engaged in their workplace.