

THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND INTRAPRENEURSHIP BEHAVIOUR: MEDIATING ROLE OF PSYCHOLOGICAL OWNERSHIP

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Abstract

This paper examines the relationship between psychological capital and intrapreneurship behaviour and the mediating role of psychological ownership in the relationship. Data was collected from 674 employees in Small and Medium Scale enterprises in southeast Nigeria. The results of the regression analysis showed that psychological capital had a significant and positive relationship with employee's intrapreneurship, and the result also showed that psychological ownership functioned as a partial mediator in the relationship between psychological capital and intrapreneurship behaviour. We discussed the practical implications of the study in terms of promotion of employees' psychological capital and increased ownership for increased intrapreneurship behaviour of employees in small and medium enterprises in developing economies

Keywords: Psychological capital, Intrapreneurship behaviour, psychological ownership, private organisations, Nigeria

1. INTRODUCTION

In organisations, the concept of intrapreneurship is increasingly being embraced as organisations prepare themselves for the ever-changing business landscape. Embracing intrapreneurship promotes innovation and empowers businesses to stay competitive especially among private organisations. Studies have emphasised its significant contribution to enhancing organisational performance and productivity. (Gawke et al., 2018; Palazzeschi et al., 2018).

Various definitions of intrapreneurship have been presented in the literature. For instance, on an individual level, intrapreneurship entails a range of employee activities such as initiation, risk-taking, and ideation (Jong et al., 2015). In a more concise description, Gawke et al. (2017) defined intrapreneurship as the proactive and forward-thinking behaviours of individual employees, aimed at both creating new ventures within the organisation (venture behaviour) and improving the organisation's capacity to adapt to internal and external changes (strategic renewal behaviour).

In practice, not all employees are eager to participate in intrapreneurial activities without reservations, primarily due to the inherent high risk and complexity involved (Carmeli & Schaubroeck, 2007). The introduction of new ideas might encounter failure or face rejection and criticism from other members of the organisation. It takes a robust internal motivation for individuals to persist in these endeavours. Consequently, investigating the internal motivators driving employees' intrapreneurial behaviour and uncovering the mechanisms behind them has emerged as a significant research area within organisational psychology.

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Psychological capital serves as a valuable psychological asset that may have a positive impact on self-promotion, a factor crucial for both personal development and organisational growth. It represents a positive psychological mindset exhibited by individuals in their professional journey (Bouzari & Karatepe, 2020; Gray et al., 2020). Psychological capital consists of four dimensions, namely self-efficacy, hope, optimism, and resilience. Psychological capital has been associated with many positive organisational behaviour (Funken et al., 2020; Ma et al., 2020; Sadq et al., 2020) including innovative behaviours (Gao et al., 2020; Guo et al., 2019; Qiu et al., 2015). Based on prior research exploring the influence of psychological capital on fostering positive organisational behaviours, it is reasonable to infer that psychological capital would significantly affect employee intrapreneurial behaviour.

Additionally, a key factor of considerable influence on employee attitude and behaviour which may link psychological capital and intrapreneurship behaviour is psychological ownership. In recent years, research has linked psychological ownership with a range of desirable employee attitude and behaviour (Dawkins et al., 2017). It is defined as a state of mind in which individuals feel as though the target of ownership or a piece of that target is ‘theirs’ (Pierce et al., 2001). Employee psychological ownership allows employee to have a sense of belonging in the organisation and also increase their identification with the organisation, thereby making individual employee or employees feel that they are part of the organisation, which makes them feel more committed and responsible to the task in the organisation (Badoiu, et al., 2020). In support of this arguments, research has shown psychological ownership to be related to discretionary behaviours such as creativity and innovative work behaviour (Avey et al., 2009; Dawkins et al., 2017; Liu et al., 2021; Mustafa et al., 2022; Peng & Pierce, 2015; Wang et al., 2019), organisational citizenship behaviour (Dewi et al., 2021), job satisfaction and affective commitment (Mustafa et al., 2021).

Empirical research explicitly examining the mediating role of psychological ownership in the relationship between psychological capital and intrapreneurship is surprisingly lacking. Therefore, another objective of this study is to examine the mediating role of psychological ownership in the relationship between psychological capital and intrapreneurship. Overall, this study aims to contribute to the growing intrapreneurship literature by postulating and testing a model that incorporates psychological ownership as a mediating psychological mechanism by which psychological capital affects intrapreneurship behaviour. By so doing, the study provides further empirical evidence that extends current conceptualisation in this area. Our study model is presented in Figure 1.

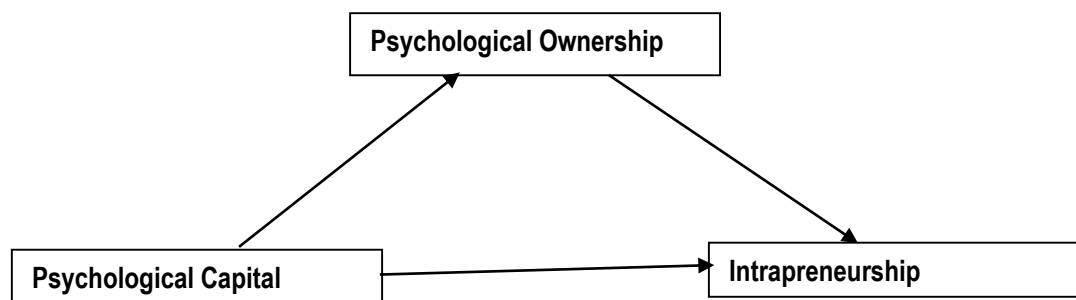


FIGURE 1 – STUDY MODEL

2. THEORETICAL BACKGROUND

The Self-determination theory (SDT) could offer valuable insights into the mediating role of psychological ownership in the relationship between psychological capital and intrapreneurship having been applied in various fields of work (Deci & Ryan, 1985; Ryan & Deci, 2017). It emphasizes that employees’ performance and well-being depend on their type of motivation, distinguishing between different forms of motivation and their unique effects.

Autonomous motivation, in particular, drives individuals to participate in tasks with a complete sense of willingness. Often, autonomously regulated activities are intrinsically motivated. In the workplace, extrinsically

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motivated tasks can become autonomously driven when employees find meaning in their work, experience a sense of ownership, and receive clear feedback and support. Under these conditions, they are more likely to stay engaged, perform effectively, enhance their learning, and adapt better to their role.

SDT posits that individuals are naturally driven by the need to feel autonomous, competent, and connected to others (Ryan & Deci 2017). Psychological capital, which includes constructs like self-efficacy, optimism, hope, and resilience, aligns closely with these basic psychological needs. When individuals perceive themselves as having high psychological capital, they are more likely to feel a sense of autonomy, competence, and relatedness in their work environment. Psychological ownership, on the other hand, refers to the sense of possessiveness and attachment individuals feel towards objects, ideas, or organisations. It emerges when individuals feel a sense of control, identity, and investment in what they perceive as their own.

In the context of intrapreneurship, psychological ownership may mediate the relationship between psychological capital and intrapreneurial behaviour. A high level of psychological capital may foster a stronger sense of ownership over one's ideas, projects, or roles within the organisation. This sense of ownership, in turn, could drive intrapreneurial behaviour, such as taking initiative, being proactive, and innovating within the organisational context. Research applying SDT to organisational behaviour has found support for the idea that satisfying basic psychological needs leads to greater intrinsic motivation and engagement in work-related tasks (Deci et al., 2017). Thus, it's plausible that psychological ownership acts as a mechanism through which psychological capital influences intrapreneurship, as it reflects individuals' subjective experience of autonomy, competence, and relatedness within the organisational context.

3. EMPIRICAL REVIEW AND HYPOTHESES DEVELOPMENT

This section centres on review of empirical studies relating to the research objectives. The review focuses on the direct relationship between psychological capital and intrapreneurship, and between psychological capital and psychological ownership, and the indirect effect of psychological ownership.

3.1. Psychological Capital and Intrapreneurship

The construct of psychological capital comprises four interconnected psychological resources that operate synergistically, yielding varied outcomes over time and across contexts (Luthans & Youssef-Morgan, 2017). Hope, one of these dimensions, represents a motivational state reflecting an individual's capacity to progress despite facing obstacles. The concept of self-efficacy relates to a person's belief in their capability to accomplish tasks. Resilience represents the ability to recover from difficulties and remain goal-oriented, while optimism signifies a forward-looking, positive mindset (Luthans & Youssef-Morgan, 2017).

Research indicates that enhancing employee psychological capital, encompassing self-efficacy, optimism, hope, and resilience, yields improved job performance and various positive outcomes. These psychological resources imbue individuals with qualities that facilitate better coping in the workplace. Previous studies have demonstrated that psychological capital positively predicts employee outcomes such as work engagement (Avey et al., 2008; Simons & Buitendach, 2013), work performance (Luthans et al., 2008), job satisfaction (Luthans et al., 2008), and organisational citizenship behaviour (Beal et al., 2013).

Previous research on individual psychological capital has also been linked with individual innovative work behaviour (Abbas & Raja, 2015; Slatten et al., 2019). Building on previous studies, psychological capital is believed to offer essential psychological resources that facilitate creativity and innovation in the workplace (Abbas & Raja, 2015).

Self-efficacy represents an individual's belief in their capability and capacity to successfully complete a given task. In today's organisations, it is increasingly crucial for employees to actively engage in tasks that contribute positively (Kiziloglu, 2018). According to Gao et al. (2020), self-efficacy not only reflects one's skills but also their judgment regarding what they can achieve with those skills and capabilities. Self-efficacy significantly

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impacts an individual's cognitive functioning and may influence their work-related behaviour. Furthermore, Gawke et al. (2017) suggest that self-efficacy can be viewed as a process of psychological change, wherein expectations of individuals undergo transformation. Indeed, self-efficacy is often equated with confidence and is the most extensively studied component of psychological capital concerning the initiation of new business ventures or innovation. This state positively influences both the intentions and behaviours of entrepreneurs. As Puigmitja et al. (2019) pointed out, individuals with high levels of self-efficacy possess strong beliefs in their ability to successfully accomplish specific tasks. Therefore, self-efficacy, as a crucial element of psychological capital, plays a significant role in motivating individuals to foster creativity and innovation, essential qualities for intrapreneurship.

Further, self-efficacy can provide psychological support for employees' creative activities (Malik et al., 2015), and they prefer to choose positive coping strategies against stress to stick to goals (Bandura, 2001). As the driving force of individual creativity, self-efficacy has a positive impact on employee creative activities, innovative attitudes and behaviours (Ahlin et al., 2014; Gong et al., 2009; Klaeijsen et al., 2018).

In general, intrapreneurs tend to exhibit high dispositional optimism, meaning they anticipate positive outcomes even in the absence of rational justification for their expectations (Okun et al., 2020). Similarly, Turro et al. (2016) discovered that individuals with a strong inclination toward optimism are more likely to pursue entrepreneurship. According to Bee Seok et al. (2020), optimism, as a component of psychological capital, proves beneficial in navigating high levels of uncertainty, thereby playing a pivotal role in fostering an entrepreneurial culture within organisations. Furthermore, Blanka (2019) suggested that entrepreneurs with elevated levels of hope demonstrate a heightened focus on exploring alternative approaches to address business challenges and pressures. Psychological capital has been linked to a variety of positive and important organisational outcomes, including increased employee innovative job performance (Raja, 2020), innovative work behaviour (Mutonyi, 2020; Sameer, 2018), intrapreneurship and work engagement (Pandey et al., 2020), extra role behaviour (Giancaspro et al., 2022) and creativity (Asbari et al., 2021; Yu et al., 2019). Based on the prevailing arguments, it is proposed that psychological capital will be positively associated with intrapreneurship behaviour.

H1. Psychological capital will positively associate with employee's intrapreneurship behaviour.

3.2. Psychological Capital and Psychological Ownership

Psychological ownership refers to a state in which an individual perceives a particular object, whether tangible or intangible, as psychologically connected to them, essentially considering it as an extension of themselves and feeling a sense of ownership over it (Pierce et al., 2001). This perception of ownership entails a personal attachment, wherein the individual views the object as "mine" and as part of their identity. Psychological ownership comprises three key elements: the inherent sense of possession, the object of possession, and the feeling of ownership, all of which significantly influence individual attitudes and behaviours. It fulfills fundamental human needs, including a sense of belonging and self-identity (Mustafa et al., 2015). In the workplace, psychological ownership involves feeling a sense of ownership and responsibility toward the organisation, its mission, and its outcomes. When employees experience psychological ownership, they tend to exhibit higher levels of engagement, proactivity, and commitment to their work and the organisation's success (Buriro et al., 2018).

Psychological ownership is frequently correlated with increased levels of organisational commitment and engagement. Similarly, psychological capital has been shown to have a positive association with employee commitment and engagement. When individuals possess robust positive psychological resources, they are more inclined to feel dedicated to their work and vested in the organisation's achievements. Both psychological capital and psychological ownership have been linked to proactive behaviour in the workplace. Employees with higher psychological capital are more predisposed to taking initiative and demonstrating proactive behaviour, while those with psychological ownership are similarly inclined to taking ownership of challenges and actively contributing to the organisation's objectives.

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Psychological ownership within an organisation represents the cognitive and affective state of individuals, stemming from emotional attachments to the organisation. A heightened sense of belonging fosters strong organisational psychological ownership, impacting employee attitudes and behaviours. This influence manifests in heightened motivation, a more positive outlook, and a greater sense of responsibility among individuals. Consequently, when individual employees possess high psychological ownership, it can bolster the resilience of psychological capital (Chen et al., 2021).

Based on the description above, high psychological ownership will have a positive and proactive attitude in dealing with difficulties, therefore, the hypothesis formulated is:

H2. Psychological capital will positively associate with psychological ownership.

3.3. Mediating Role of Psychological Ownership

Given that psychological capital is expected to be related with intrapreneurship behaviour, it is also likely that psychological ownership will help account for this relationship. In other words, psychological capital may have a beneficial influence on intrapreneurship behaviour through psychological ownership. Since psychological capital comprises four psychological resources construct of hope, optimism, self-Efficacy and resilience and that, these four travels together and interact, work synergistically, to produce differentiated manifestation overtime and across context (Luthans & Youssef- Morgan 2017)., it may affect individuals' perception of their ownership which may in turn reflect in their intrapreneurship behaviour. Existing studies have also found a strong relationship between psychological ownership and intrapreneurship, (Henttonen et al., 2021; Li et al., 2019; and Soomro et al., 2019), which could help in explaining its role as the underlying mechanism in the relationship between psychological capital and intrapreneurship. Given that psychological ownership has to do with a sense of possessiveness or attachment that an individual feels about an object, idea or even a person, and also a subjective experience that arises from the perception that something belongs to an individual or a group, it is likely to be affected by one's psychological capital. From the preceding argument the following hypotheses are stated.

H3. Psychological ownership will positively associate with employee intrapreneurship.

H4. The relationship between psychological capital and intrapreneurship will be mediated by psychological ownership.

4. METHOD

4.1. Sample and Procedure

Data for this study was collected from a sample of six hundred and seventy-four (674) employees from small and medium scale enterprises in southeast Nigeria. The researcher sampled only those who had at least two (2) years working experience in their present organisation. The participants consist of male 225(33.4%) and female 449(66.6%). The majority of the participants were of the Christian religion (99.7%), with two Islamic persons (.3%). Out of the total number of the participants sampled, 210(31.2%) are married while 464 (68.8%) are single. Their age ranges from 28 to 64 years with mean age of 39.97. Among the participant, 216 (32.0%) of them were on contract while 458 (68.0%) were on permanent employment. The minimum educational qualification of the participants was First School Leaving 41 (6.1%), OND 388 (57.6%) while 177 (26.6%) had First Degree or HND.

4.2. Measures

Psychological Capital: The present study used the Compound Psychological Capital Scale (CPC-12); revised by Lorenz et al. (2016). The scale is made of 12 items with four dimensions: Hope (measured by three items), Resilience (measured by three items), Optimism (measured by three items) and Self-Efficacy (measured by

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three items). Items were answered using a 6-point Likert type scale ranging from 1 = “strongly disagree” to 6 = “strongly agree”. A respondent can obtain a score ranging from 12 to 72, with higher scores indicating greater levels of psychological capital an employee possess. The Cronbach’s α reliability of the psychological capital items in the present study was .84.

Employee Intrapreneurship: Employee intrapreneurship scale was measured using eight item scale developed by Gawke et al., (2019). The scale is on 5- point Likert type response format ranging from never (1) to always (5). A respondent can obtain a score ranging from 8 to 40, with higher scores indicating higher levels of intrapreneurship behaviours among employees and Cronbach alpha of .94 as obtained by Gawke et al., (2019). Cronbach alpha of 0.85 was obtained for the present study.

Psychological Ownership: Psychological ownership was measured with Psychological Ownership Questionnaire (POQ). It is a 16-item scale developed by Avey et al., (2009). There are three items for each of the four components for the promotion-oriented ownership scales and four items for the feelings of territoriality. Internal reliabilities for the components were: self-efficacy ($\alpha=.90$), accountability ($\alpha=.81$), sense of belongingness ($\alpha=.92$) and self-identity ($\alpha=.73$), Overall psychological ownership Cronbach’s alpha is .82 (Avey, et al., 2009). The scale is on 6-point response format and ranges from 1 = Strongly Disagree to 6 = Strongly Agree. A respondent can obtain a score ranging from 16 to 96, with higher scores indicating greater levels of psychological ownership of employees. The Cronbach’s α reliability of the psychological ownership items in the present study was 0.79.

5. RESULTS

TABLE 1 - CORRELATION MATRIX AND DESCRIPTIVE STATISTICS

	Variable	M	SD	1	2	3
1	Years in Office	4.66	3.30	1		
2	PO	68.70	10.06	.06	1	
3	PC	62.64	5.08	.14**	.32**	1
4	EI	25.71	6.49	-.03	.38**	.36**

Note: * $p < .05$, ** $p < .01$; PO= Psychological ownership; PC= psychological capital; EI= Employee intrapreneurship

Table 1 shows the correlations of study variables along with their means and standard deviations. Years in office was positively associated with psychological capital ($r = .14, p < .01$). Psychological ownership was positively associated with psychological capital ($r = .32, p < .01$) and employee intrapreneurship ($r = .38, p < .01$). Psychological capital was positively associated with employee intrapreneurship ($r = .36, p < .01$). The mean years in office was 4.66 (SD = 3.30). The mean score for psychological ownership was 68.70 (SD = 10.06), for psychological capital was 62.64 (SD = 5.08), and for employee intrapreneurship was 25.71 (SD = 6.49).

TABLE 2 - HIERARCHICAL MULTIPLE REGRESSION TABLE

Variable	Beta	T	ΔR^2
Years in Office	-.13	-3.75**	.01
PO	.26	7.43**	.13
PC	.33	9.54**	.10

Note: * $p < .05$, ** $p < .01$; PO= Psychological ownership; PC= psychological capital

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As shown in Table 2, years in the office was negatively related to employee intrapreneurship ($\beta = -.13, t = -3.75, p < .01$), while psychological ownership ($\beta = .26, t = 7.43, p < .01$) and psychological capital ($\beta = .33, t = 9.54, p < .01$) had a significant positive relationship with employee intrapreneurship.

5.1. Mediation Analysis

The results revealed a significant indirect effect on the impact of PC on EI through PO ($b = .116, t = 5.273$). Also, the direct effect of PC on EI remained significant even with the mediator present ($b = 0.349, p < 0.001$), confirming that PO mediated the relationship between PC and EI. A summary of the mediation analysis is provided in the table below.

TABLE 3 - BOOTSTRAP RESULTS FOR INDIRECT EFFECT OF PO IN THE RELATIONSHIP BETWEEN SL, PC AND EI

Relationship	Total effect	Direct effect	Indirect effect	CI 95%	t-statistics	Conclusion
PC→EI	.496**	.349**	.116	.075, .162	5.27	Mediated

6. DISCUSSIONS

This study examined the association between psychological capital and intrapreneurship behaviour, and the mediating role of psychological ownership in this association. The result of the hypothesis which stated that psychological capital will statistically predict intrapreneurship behaviour among employees in small and medium scale enterprises was confirmed. The results indicate a strong positive relationship between psychological capital and intrapreneurial behavior, suggesting that individuals with higher psychological capital are more likely to engage in entrepreneurial activities within their organizations. The result of the findings implies that employee who has high psychological capital (self-efficacy, hope, optimism and resilience) are more likely to identify opportunities, take a risk and explore it until the result is achieved, not giving up to constraints and challenges, therefore they support the system by engaging in creative and innovative activities in the organisation.

The research finding is in congruence with previous investigations of Raja (2020) that reported that psychological capital was positively related to innovative job performance and negatively related to job stress. Raja reported that individuals with high psychological capital were rated as exhibiting more innovative behaviours, by their supervisors, than those with low psychological capital. Also, the finding supports other studies (eg., Asbari et al., 2021; Mutonyi, 2021; Sameeri, 2018) that found psychological capital as an important factor in innovative work behaviour. The current result further supported the findings of Pandey et al. (2020) which showed that psychological capital (self-esteem, hope, optimism and resilience) is positively related to intrapreneurship. Similarly, the result supports Kızıloglu (2021) finding that organisational key resource are positively associated with intrapreneurship culture in an organisation. Psychological capital especially self-esteem and hope dimension are seen as key resources that can help employees engage in extra-role and innovative work behaviours (Giancaspro et al., 2022; Gupta et al. 2017; Alshahrani & Iqbal, 2019; Mjoli & Mhlanga, 2020).

As expected, psychological capital was also positively associated with psychological ownership, therefore Hypothesis 2 was supported. This indicates that when employees have a high self-efficacy, hope, optimism and resilience they are more likely to have high psychological ownership, hence they are more attached to their work and also sees the organisation's success as theirs. This finding goes in line with Chen et al. (2021) who reported that high psychological ownership in individual employees, leads to an increase in psychological capital resilience. And also, in support of Purwanto and Ellitan (2023) finding that high psychological ownership can have positive traits towards certain things and have more positive attributions to all things thereby increasing a sense of optimism, a sense of responsibility, motivation and hope in the elements that make up psychological capital

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Also, psychological ownership also mediated the relationship between psychological capital and intrapreneurship, and hypothesis 3, therefore, was confirmed. This indicates that the relationship that exists between psychological capital and intrapreneurship behaviour was made possible through psychological ownership. That is, psychological capital was indirectly related to intrapreneurship behaviour through psychological ownership. In other words, the result shows that employee psychological capital predicts their engagement to intrapreneurship behaviour through psychological ownership and that it explains how and why employees in organization are motivated to engage in intrapreneurial behaviour. psychological capital may not just see them through to engage in intrapreneurship if they themselves do not have that personal perception of ownership, which expresses that the object is mine and is an extension of oneself,

The research finding supports Badoiu et al. (2020) research result on psychological ownership dimension such as sense of belongingness as an organisational factor and personal motivations of intrapreneurs which foster intrapreneurial behaviours of employees. More so the current research finding support Mustafa et al. (2013) study on the important role of psychological ownership as a psychological state and also as driver of middle manager's intrapreneurial behaviour, which their findings showed that both middle-managers psychological ownership and job satisfaction significantly affected their intrapreneurial behaviour. The research finding also supports Liu et al. (2017), Karabay, (2021), Karabay et al. (2020), research finding on the important role of psychological ownership in employees' innovative work behaviour, which implies that psychological ownership and employee intrapreneurship are positively related.

6.1. Implications of the Findings

Given the significant and positive relationship psychological capital has with employees intrapreneurial behaviour, organisations should therefore increase effort to adopt initiatives that will improve employees' psychological capital in the organization. The good news is that organisations can successfully improve psychological capital of their employees through training and positive leadership behaviors (Luthans et al., 2006). For instance, organisations can organise career workshops and other training programmes to motivate and boost the employee's self-efficacy, hope, optimism and resilience. Our findings also showed that psychological ownership is an intermediate variable in the relationship between psychological capital and intrapreneurship behaviour. Therefore, organisations should focus more on how to incorporate the employees into decision making process and as well make them feel as part of the organization for them to feel psychologically connected to the organization. Sense of psychological ownership can be improved through human resource interventions that provide opportunities for employees to be involved in the job-related decisions, such as job scheduling. Improving the general work environment that enables workers to share in the values and vision of the organisation and have improved psychological capital is therefore important for the development of psychological ownership. Feeling of psychological ownership in turn is critical for engagement in intrapreneurship behaviour and survival of organisations especially the small and medium scale enterprises that face intense competition.

6.2. Limitations of the Study and Suggestions for Further Studies

The limitation of the present study lies in the use of self-report measures. In addition to a potential self-report bias, common method variance (CMV) might have played a role, especially when all the variables were measured simultaneously based on self-reporting. Thus, the true associations between the variables might be weaker or stronger than the relationships observed in the study. Replication of these findings using measures other than self-report is thus recommended. Nevertheless, based on the recommendation of Podsakoff et al. (2003), we tried to limit the threat of common method bias by using different response formats and scale ranges for the predictor (psychological capital) and criterion (Intrapreneurship behaviour). Another methodological limitation is that the cross-sectional design used in the present study makes it difficult for causal inferences to be made.

Despite these limitations, this study provides a valuable contribution to the existing body of research on intrapreneurship by adding to our understanding of the psychological mechanism that governs the

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psychological capital and intrapreneurship behaviour relationship. It may become necessary to further explore other antecedents of intrapreneurship behaviour in subsequent studies. The results of future studies in addition to our present findings would help in understanding and clarifying the distinctiveness or otherwise of the two constructs for the purposes of building more robust theory.

7. CONCLUSION

The results of the present study showed that psychological capital is a significant positive predictor of intrapreneurship behaviour. It also revealed that the association between psychological capital and intrapreneurship behaviour may be due to the impact that psychological capital had on psychological ownership, which in turn was associated with increased intrapreneurship behaviour. These findings therefore advance our understanding of the role that psychological resources, such as psychological capital plays in facilitating intrapreneurship behaviour. This study, therefore contributes to the intrapreneurship literature by not only establishing a link between psychological capital and intrapreneurship behaviour, but also going beyond prior studies to demonstrate how psychological ownership mediates this association

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