

## **ABSTRACT**

### **A FIELD RESEARCH ON THE RELATIONSHIP BETWEEN AUTHENTIC LEADERSHIP AND PSYCHOLOGICAL CAPITAL**

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The purpose of this study is to investigate the relationship between authentic leadership and psychological capital. For this end, survey data was collected from 287 white-collar employees working at the Turkish headquarters of a worldwide leading electronics firm in Istanbul. The tests for normality (Kolmogorov-Smirnov, Test for Homogeneity) following the reliability analysis indicated that the data were not normally distributed and hence non-parametric methods namely Spearman correlation, Mann-Whitney U Test and Kruskal Wallis One-way analysis of variance techniques were employed. The result of the analysis indicate that there are positive relationships between authentic leadership components and psychological capital. Moreover, there is significant variation in authentic leadership perceptions with respect to employees' age, education level, tenure and the duration of relationship with the leader. Significant variation also exists in the psychological capital level of employees with respect to age, gender, tenure, position and the duration of relationship with the leader.

**KEYWORDS:** Authentic Leadership, Psychological Capital