

# Psychological Capital as a Determinant of Organisational Citizenship Behaviour amidst Industrial Revolution 4.0: Mediating Role of Transfer of Training

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## ABSTRACT

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Industrial Revolution 4.0 offers substantial value in elevating economic, environmental, and living standards (Schwab, 2016). Nevertheless, challenges in terms of feasibility and social acceptance must be addressed (Horváth & Szabó, 2019; Kadir et al., 2019) to warrant successful transformation (Galati & Bigliardi, 2019; Raj et al., 2019). The lingering issue of labour market polarisation across past industrial revolutions have compromised the degree of social acceptance (Galati & Bigliardi, 2019; Kovacs, 2018; Müller, 2019; Schwab, 2016)- particularly among youth who are most vulnerable yet playing increasingly prominent roles in the economy. Effective transfer of training hedges on the exhibition of the right psychological states. Therefore, this study seeks to examine the effects of psychological capital (PsyCap) in determining transfer of training (TOT) and organisational citizenship behaviour (OCB) among youth participants of Industry Revolution 4.0 in Sarawak, which is the largest and only state with a comprehensive digital economy blueprint in Malaysia. The study further examines the mediating effects of TOT (a job resource) on organisational citizenship behaviour.

**Keywords:** Industrial Revolution 4.0 ; organisational citizenship behaviour; psychological capital; transfer of training; youth