

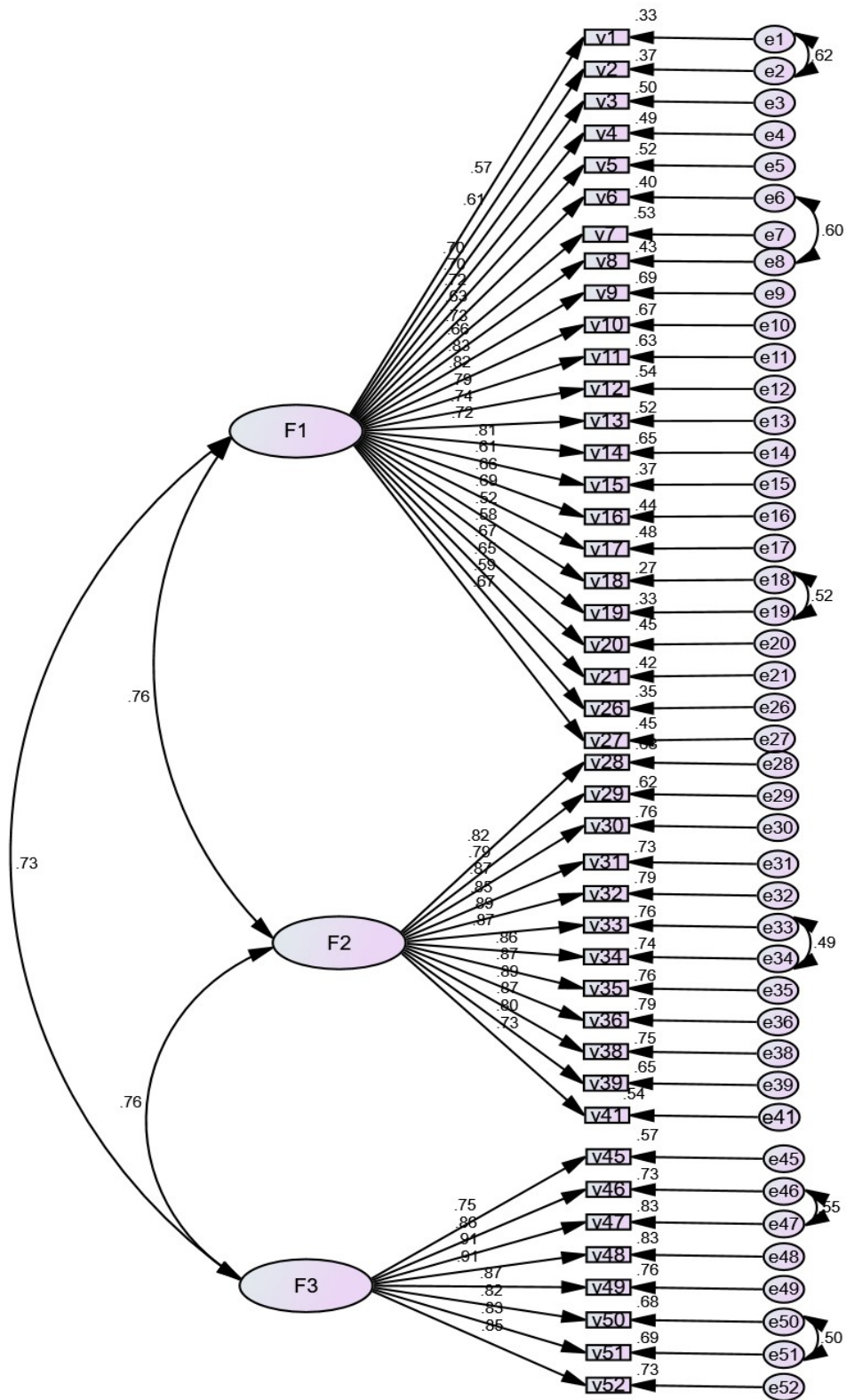


Fig. 2 Confirmatory factor analysis of the NPCS

Note: F1=work task-oriented psychological capital; F2=interpersonal relationship-oriented psychological capital; F3=learning development-oriented psychological capital