



VINH UNIVERSITY
COLLEGE OF ECONOMICS



SUSTAINABLE ECONOMIC DEVELOPMENT
OF VIETNAM IN THE NEW CONTEXT

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BOOK OF
ABSTRACTS

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**THE IMPACT OF PSYCHOLOGICAL CAPITAL ON THE CREATIVE CAPABILITY
OF EMPLOYEES AT SMALL AND MEDIUM ENTERPRISES IN THE NORTH CENTRAL
PROVINCES IN THE CONTEXT OF DIGITAL TRANSFORMATION**

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ABSTRACT

Nowadays, digital transformation is one of the foremost directions for many organizations in Vietnam and around the world. This article aims to evaluate the impact of psychological capital on the creative capability of employees in small and medium enterprises in the North Central provinces within the context of digital transformation. Through the analysis of a Structural Equation Model (SEM) with a sample size of 492 employees from enterprises, the research results showed that the importance and both the direct and indirect impacts of psychological capital on creative capability through internal locus of control and external locus of control of employees. In addition, the research findings also indicated that while the internal locus of control and organizational commitment have a positive impact, the external locus of control has a negative impact on knowledge sharing of employees. Consequently, knowledge sharing positively influences the creative capability of employees. Based on these results, the study proposes a number of recommendations to enhance the creative capability of employees in small and medium enterprises in the North Central provinces within the context of digital transformation.

Keywords: *Psychological capital; Internal locus of control; External locus of control; Knowledge sharing; Organizational commitment; Creative Capability*

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