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Fred Luthans (born June 28, 1939 in Clinton, Iowa) is a management professor specializing in organizational behavior. He is the University and George Holmes Distinguished Professor of Management, Emeritus at the University of Nebraska–Lincoln .

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construct must be based on theory, research, and valid measurement, must be open to development, and must have measurable performance impact. The positive constructs that have been determined to best meet these PsyCap criteria--efficacy (confidence), hope, optimism, and

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