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# Optimising human capital via positive organisational behaviour: A case study of Indonesia's textile industry

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## Abstract

This study examines how Indonesian textile companies can maximise its human capital through adopting positive organisational behavior. The Neuroresearch method used here combines proportionally qualitative research method (exploration) and the quantitative research method (explanatory and confirmatory). Research instrument is calibrated by calculating the construct validity

with the Rasch model approach. The findings of the study show the strongest determinant of an Indonesian textile company that manifest in the form of human capital is the indicator Value, which is formed and driven by the indicator Hope. © Universiti Putra Malaysia Press.

## Author keywords

Behavior;  Human capital;  Indicators;  Neuroresearch;  Organisational;  Positive

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