

THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL, JOB BURNOUT, PERCEIVED CAREER DEVELOPMENT AND QUIET QUITTING INTENTION: A CASE IN VIETNAMESE BANKING SECTOR

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Appendices 1. The scale of the research

Variables	Original scale	Source
SE1	I feel confident analyzing a long-term problem to find a solution.	Luthans et al. (2007)
SE2	I feel confident in representing my work area in meetings with management.	Luthans et al. (2007)
SE3	I feel confident contributing to discussions about the company's strategy.	Luthans et al. (2007)
SE4	I feel confident helping to set targets/goals in my work area.	Luthans et al. (2007)
SE5	I feel confident contacting people outside the company (e.g., suppliers, customers) to discuss problems.	Luthans et al. (2007)
SE6	I feel confident presenting information to a group of colleagues.	Luthans et al. (2007)
HO7	If I should find myself in a jam at work, I could think of many ways to get out of it.	Luthans et al. (2007)
HO8	At the present time, I am energetically pursuing my work goals.	Luthans et al. (2007)
HO9	There are lots of ways around any problem.	Luthans et al. (2007)
HO10	Right now I see myself as being pretty successful at work.	Luthans et al. (2007)
HO11	I can think of many ways to reach my current work goals.	Luthans et al. (2007)
HO12	At this time, I am meeting the work goals that I have set for myself.	Luthans et al. (2007)
RS13	When I have a setback at work, I have trouble recovering from it, moving on.(R)	Luthans et al. (2007)
RS14	I usually manage difficulties one way or another at work.	Luthans et al. (2007)
RS15	I can be "on my own," so to speak, at work if I have to.	Luthans et al. (2007)
RS16	I usually take stressful things at work in stride.	Luthans et al. (2007)
RS17	I can get through difficult times at work because I've experienced difficulty before.	Luthans et al. (2007)
RS18	I feel I can handle many things at a time at this job.	Luthans et al. (2007)
OP19	When things are uncertain for me at work, I usually expect the best.	Luthans et al. (2007)
OP20	If something can go wrong for me work-wise, it will.(R)	Luthans et al. (2007)
OP21	I always look on the bright side of things regarding my job.	Luthans et al. (2007)
OP22	I'm optimistic about what will happen to me in the future as it pertains to work.	Luthans et al. (2007)
OP23	In this job, things never work out the way I want them to.(R)	Luthans et al. (2007)
OP24	I approach this job as if "every cloud has a silver lining".	Luthans et al. (2007)

Variables	Original scale	Source
JBO1	I always find new and interesting aspects in my work.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO2	There are days when I feel tired before I arrive at work.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO3	It happens more and more often that I talk about my work in a negative way.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO4	After work, I tend to need more time than in the past in order to relax and feel better.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO5	I can tolerate the pressure of my work very well.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO6	Lately, I tend to think less at work and do my job almost mechanically.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO7	I find my work to be a positive challenge.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO8	During my work, I often feel emotionally drained.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO9	Over time, one can become dis-connected from this type of work.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO10	After working, I have enough energy for my leisure activities.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO11	Sometimes I feel sickened by my work tasks.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO12	After my work, I usually feel worn out and weary.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO13	This is the only type of work that I can imagine myself doing.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO14	Usually, I can manage the amount of my work well.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO15	I feel more and more engaged in my work.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
JBO16	When I work, I usually feel energized.	Halbesleben & Demerouti (2007); Demerouti et al. (2003)
PCD1	The organization offers the career opportunities that are attractive to me.	Lestari (2024), Lu et al. (2023), Kraimer (2011)
PCD2	The organization offers career opportunities that are available and of interest to me.	Lestari (2024), Lu et al. (2023), Kraimer (2011)
PCD3	The organization offers many career opportunities that match my career goals.	Lestari (2024), Lu et al. (2023), Kraimer (2011)
PCD4	My career path at this hotel is clear.	Lestari (2024), Lu et al. (2023), Kraimer (2011)
PCD5	Management supports my career development well.	Lestari (2024), Lu et al. (2023), Kraimer (2011)
PCD6	I can participate in new skills training frequently.	Lestari (2024), Lu et al. (2023), Kraimer (2011)
PCD7	Training programs are held at this hotel regularly.	Lestari (2024), Lu et al. (2023), Kraimer (2011)
QQI1	I am actively searching for opportunities to take a rest.	Lu et al. (2023)
QQI2	I think I am not willing to work hard for the development of this organization.	Lu et al. (2023)
QQI3	I want to leave the organization as soon as possible when It's time to get off work.	Lu et al. (2023)

Variables	Original scale	Source
QQI4	I think that this organization is not the best of all possible organizations to work for.	Lu et al. (2023)
QQI5	I envy my colleagues who have just completed the work contents stipulated in the labor contract without additional work.	Lu et al. (2023)

Appendix 2. The results of the reliability assessment of the final JBO, PCD, and QQI measurement model

	JBO	PCD	QQI	Cronbach's alpha	CR (rho_a)	CR (rho_c)
JBO4	0.716			0.901	0.902	0.917
JBO5	0.697					
JBO6	0.699					
JBO7	0.677					
JBO8	0.715					
JBO9	0.701					
JBO11	0.769					
JBO12	0.737					
JBO13	0.691					
JBO14	0.686					
JBO16	0.708					
PCD1		0.712		0.837	0.839	0.878
PCD2		0.648				
PCD3		0.739				
PCD4		0.755				
PCD5		0.713				
PCD6		0.688				
PCD7		0.722				
QQI1			0.907	0.943	0.944	0.957
QQI2			0.903			
QQI3			0.908			
QQI4			0.900			
QQI5			0.897			

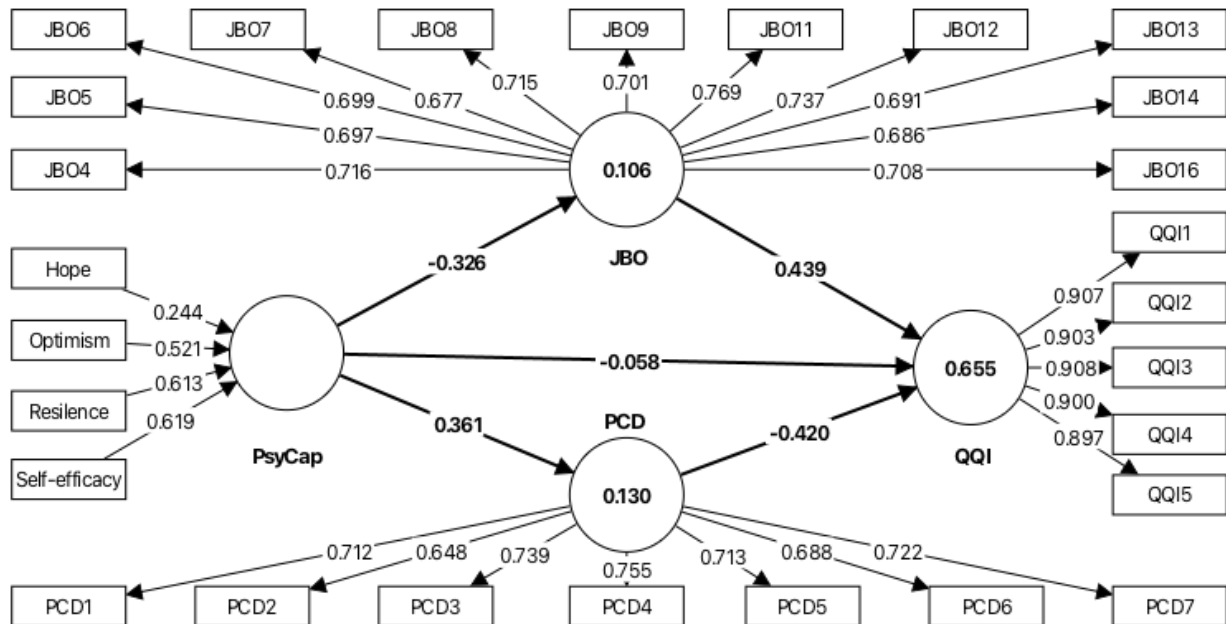
Appendix 3. Multicollinearity assessment

VIF	
PsyCap → JBO	1.000
PsyCap → PCD	1.000
PsyCap → QQI	1.167
JBO → QQI	1.843
PCD → QQI	1.894

Appendix 4. R-square

	R-square	R-square adjusted
JBO	0.106	0.103
PCD	0.130	0.127
QQI	0.655	0.651

Appendix 4. Model graph



Appendix 5. Descriptive statistic summary

Gender	Counts	% of Total	Cumulative %
Male	169	56.0 %	56.0 %
Female	132	43.7 %	99.7 %
Other	1	0.3 %	100.0 %

Education degree	Counts	% of Total	Cumulative %
Vocational diploma	6	2.0 %	2.0 %
College degree	15	5.0 %	7.0 %
Bachelor degree	226	74.8 %	81.8 %
Postgraduate degree	55	18.2 %	100.0 %

Bank model	Counts	% of Total	Cumulative %
State bank	154	51.0 %	51.0 %
Private/ Retail bank	148	49.0 %	100.0 %

	N	Missing	Mean	Median	SD	Minimum	Maximum
SE1	302	0	3.06	3	0.927	1	5
SE2	302	0	3.03	3	0.996	1	5
SE3	302	0	3.04	3	1.001	1	5
SE4	302	0	3.02	3	1.008	1	5
SE5	302	0	3.02	3	1.061	1	5
SE6	302	0	3.01	3	1.005	1	5
HO7	302	0	3.00	3	0.995	1	5
HO8	302	0	3.05	3	1.029	1	5
HO9	302	0	3.04	3	0.944	1	5
HO10	302	0	3.01	3	0.924	1	5
HO11	302	0	3.06	3	0.968	1	5

	N	Missing	Mean	Median	SD	Minimum	Maximum
HO12	302	0	3.08	3	0.945	1	5
RE13	302	0	3.09	3	0.957	1	5
RE14	302	0	2.99	3	0.971	1	5
RE15	302	0	3.00	3	0.992	1	5
RE16	302	0	3.10	3	0.982	1	5
RE17	302	0	3.04	3	1.040	1	5
RE18	302	0	3.06	3	1.019	1	5
OP19	302	0	2.84	3	0.952	1	5
OP20	302	0	2.94	3	0.979	1	5
OP21	302	0	3.02	3	0.968	1	5
OP22	302	0	2.85	3	0.993	1	5
OP23	302	0	2.95	3	0.967	1	5
OP24	302	0	2.88	3	0.996	1	5

	N	Missing	Mean	Median	SD	Minimum	Maximum
JBO1	302	0	2.93	3	0.814	1	5
JBO2	302	0	2.98	3	0.856	1	5
JBO3	302	0	2.95	3	0.839	1	5
JBO4	302	0	2.95	3	0.868	1	5
JBO5	302	0	2.94	3	0.852	1	5
JBO6	302	0	2.99	3	0.843	1	5
JBO7	302	0	2.97	3	0.844	1	5
JBO8	302	0	2.99	3	0.927	1	5
JBO9	302	0	2.91	3	0.847	1	5
JBO10	302	0	2.96	3	0.884	1	5
JBO11	302	0	2.86	3	0.897	1	5
JBO12	302	0	3.05	3	0.853	1	5
JBO13	302	0	2.92	3	0.808	1	5

	N	Missing	Mean	Median	SD	Minimum	Maximum
JBO14	302	0	3.02	3	0.844	1	5
JBO15	302	0	2.95	3	0.839	1	5
JBO16	302	0	2.97	3	0.834	1	5

	N	Missing	Mean	Median	SD	Minimum	Maximum
PCD1	302	0	3.02	3	0.838	1	5
PCD2	302	0	3.09	3	0.852	1	5
PCD3	302	0	3.03	3	0.816	1	5
PCD4	302	0	3.01	3	0.844	1	5
PCD5	302	0	3.04	3	0.863	1	5
PCD6	302	0	3.06	3	0.804	1	5
PCD7	302	0	3.08	3	0.821	1	5

	N	Missing	Mean	Median	SD	Minimum	Maximum
QQI1	302	0	3.01	3	1.20	1	5
QQI2	302	0	3.01	3	1.22	1	5
QQI3	302	0	2.97	3	1.23	1	5
QQI4	302	0	2.98	3	1.19	1	5
QQI5	302	0	2.99	3	1.21	1	5