

Positive Psychological Capital Measurement And

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16th European Conference on Management, Leadership and Governance Dr Paul Griffiths 2020-10-26 These proceedings represent the work of contributors to the 16th European Conference on Management Leadership and Governance (ECMLG 2020) hosted by ACI and EM-Normandie Business School, Oxford, UK, UK on 26 - 27th October 2020. The Conference Chair Dr Paul Griffiths, EM-Normandie Business School, Metis Lab. Oxford, UK

Leading to Occupational Health and Safety E. Kevin Kelloway 2017-04-17 Leaders play a pervasive role in determining the health and safety of organizations. They can influence workplace safety, employee well-being, and the availability of mental health resources. [This book] brings together the rapidly growing body of research on this topic, and translates it into clear principles for learning along with evidence-based guidance for practice. The book considers the role of the leader in promoting or developing safe workplaces before discussing the impact of leadership on employee health and well-being ...

Organizational Psychology and Evidence-Based Management Elaine Rabelo Neiva 2017-10-11 Adopting an Evidence-Based Management (EBM) approach, this book provides the best evidence available on a wide range of topics from Industrial and Organizational Psychology to help managers base their decisions on scientific findings. Drawing on principles and methods first developed by Evidence-Based Medicine, EBM aims to promote the use of scientific knowledge in organizational and managerial decision making. Based on this idea, the book seeks to establish a dialogue between researchers and professionals of the Industrial and Organizational Psychology and Management fields, translating scientific knowledge into useful resources that can be used to inform practitioner's decisions and interventions in topics such as: Creativity in organizations Optimism and hope Engagement at work Life and career planning Entrepreneurship Innovation in organizations Cultural diversity and inclusion in organizations Social networks Ageing at organizational context Work/life balance Positive rule breaking Expatriation Time pressure, Pacing styles and polychronicity

Advances in Positive Organization Arnold B. Bakker 2013-06-06 Attempts to build a bridge between POB and Positive Organizational Scholarship (POS). This volume includes contributions from both fields, and theories and studies in which a positive individual perspective (POB) is combined with a positive organization perspective (POS).

Psychological Capital and Beyond Fred Luthans 2015 Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts, one lesson seems very clear: traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage through people, but also a brand new, untapped human resource--psychological capital, or simply PsyCap. Generated from both the positive-psychology movement and the authors' pioneering work on positive organizational behavior, PsyCap is a rigorous concept: to be included in PsyCap, a given positive 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 resiliency--are covered in separate chapters in *Psychological Capital and Beyond*. Following an exploration of other potential positive constructs such as creativity, wisdom, well-being, flow, humor, gratitude, forgiveness, emotional intelligence, spirituality, authenticity, and courage, the authors summarize the research demonstrating the performance impact of PsyCap. They go on to provide the PsyCap Questionnaire (PCQ) as a measurement tool, and the PsyCap Intervention (PCI) as a development aid. *Psychological Capital and Beyond* provides theory, research, measurements, and methods of application for psychological capital, a resource that can be developed and sustained for competitive advantage. Each copy includes a complimentary PsyCap online self-assessment.

Psychological Capital and Beyond Fred Luthans 2015-02-23 Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts, one lesson seems very clear: traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage through people, but also a brand new, untapped human resource--psychological capital, or simply PsyCap. Generated from both the positive-psychology movement and the authors' pioneering work on positive organizational behavior, PsyCap is a rigorous concept: to be included in PsyCap, a given positive 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 resiliency--are covered in separate chapters in *Psychological Capital and Beyond*. Following an exploration of other potential positive constructs such as creativity, wisdom, well-being, flow, humor, gratitude, forgiveness, emotional intelligence, spirituality, authenticity, and courage, the authors summarize the research demonstrating the performance impact of PsyCap. They go on to provide the PsyCap Questionnaire (PCQ) as a measurement tool, and the PsyCap Intervention (PCI) as a development aid. *Psychological Capital and Beyond* provides theory, research, measurements, and methods of application for psychological capital, a resource that can be developed and sustained for competitive advantage. Each copy includes a complimentary PsyCap online self-assessment.

Designing Positive Psychology Kennon M. Sheldon 2011-01-31 Positive psychology exploded into public consciousness 10 years ago and has continued to capture attention around the world ever since. The movement promised to study positive human nature, using only the most rigorous scientific tools and theories. How well has this promise been fulfilled? This book evaluates the first decade of this fledgling field of study from the perspective of nearly every leading researcher in the field. Scholars in the areas of social, personality, clinical, biological, emotional, and applied psychology take stock of their fields, while bearing in mind the original manifesto and goals of the positive psychology movement. They provide honest, critical evaluations of the flaws and untapped potential of their fields of study. The contributors design the optimal future of positive psychology by addressing gaps, biases, and methodological limitations, and exploring exciting new questions.

Positive Psychology in Second and Foreign Language Education Katarzyna Budzińska 2021-03-02

This book demonstrates how resources taken from positive psychology can benefit both teachers and learners. Positive psychology is the empirical study of how people thrive and flourish. This book explores a range of topics, such as affectivity and positive emotions, engagement, enjoyment, empathy, positive institutions, a positive L2 self-system, as well as newly added Positive Language Education. Some papers in this collection introduce new topics such as the role of positive psychology in international higher education, a framework for understanding language teacher well-being from an ecological perspective, or positive institutional policies in language education contexts.

Handbook of Research on Stress and Well-Being in the Public Sector Ronald J. Burke 2020-03-28 This timely Handbook addresses the concepts of stress and well-being among workers in various public sector roles and occupations across the globe. Emphasizing the importance of well-being and stress prevention initiatives in ever-changing workplace environments, this Handbook highlights successful organizational initiatives and provides insight into best practice for promoting healthy employees and workplaces. Containing contributions from leading international experts in their respective fields, the contributors hope that this multi-disciplinary Handbook will help to enhance the health and well-being of public sector employees.

Employees and Employers in Service Organizations Arvind K. Birdie 2017-04-21 With the increasing globalization and fast-paced technological advances in business today, service organizations must respond to the changing business dynamic between employers and employees. The service industry has metamorphosed into a revolution not only in United States but in developed and developing countries also. Highly industrialized countries have become 'service economies', at least when measured in terms of share of the workforce employed in service industries. This new book, *Employees and Employers in Service Organizations: Emerging Challenges and Opportunities*, the first volume in the 21st Century Business Management book series, provides an in-depth exploration of recent concepts and trends in business management in the service industries. It looks at the changing expectations and loyalties of young workers and others and the challenges and opportunities presented for service employers. The book considers theory and research findings, providing a plethora of practical implications and applications for these new workplace behavior dynamics. Exploring the different perspectives and concepts from the book's researchers and authors, *Employees and Employers in Service Organizations: Emerging Challenges and Opportunities* cover themes such as • work-life balance • spirituality in the workplace • emerging positive psychology concepts, such as psychological capital, knowledge management, and mindfulness • expectations, motivation, and behavior of different generations, such as Generation Y This informative volume will be valuable for faculty teaching courses in management and self-improvement for leaders and executives as well as for those in service industries.

Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Management Association, Information Resources 2021-07-16 The recent COVID-19 pandemic has emphasized the importance of safety and ergonomics in the workplace. From work-life balance and mental health to risk prevention, maintaining a healthy and happy workforce has become essential for the progress of every company. Moreover, ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic. It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce. The *Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce* is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace. These concepts are necessary for global workplaces to remain safe, efficient, and inclusive. Covering topics such as employee equity, human resources practices, and worker wellbeing, this anthology provides an excellent resource for researchers, human resources personnel, managers, safety officers, policymakers, CEOs, students, professors, and academicians.

Oxford Handbook of Positive Psychology and Work P. Alex Linley 2010 This volume examines what positive psychology offers to our understanding of key issues in working life today. The chapters focus on such topics as strengths, leadership, human resource management, employee engagement, communications, well-being, and work-life balance.

Military Operations and the Mind Stéphanie A.H. Bélanger 2016-06-01 Offering a Canadian perspective on the emotional health of servicemen and women, *Military Operations and the Mind* brings together researchers and practitioners from across the country to consider the impact that ethical issues have on the well-being of those who serve. Stemming from an initiative to enhance the lives of serving members by providing them with the best education and training in military ethics before and after deployments, this volume will better inform politics and public policies and enhance the welfare of the soldiers, sailors, and airmen and women who serve in singular, often harsh, and sometimes dangerous conditions. By integrating into the analysis the critical issue of well-being, this emerging field demonstrates a more holistic approach and is distinct from other fields in military, historical, philosophical, and behavioural studies. The first study of its kind, *Military Operations and the Mind* presents a new and helpful way to focus on the life of soldiers not only in operations overseas, but also once they return home. Contributors include Peter Bradley (Royal Military College of Canada), Victor M. Catano (Saint Mary's University), Danielle Charbonneau (Royal Military College of Canada), Howard Coomb (Royal Military College of Canada), Karen D. Davis (Defence Research and Development Canada), Colonel Richard Dickson (Canadian Army Land Warfare Centre), Joe Doty (Duke University), Allan English (Queen's University), Peter Gizewski (Department of National Defence), Heather Hrychuk (Centre for Operational Research and Analysis), E Kevin Kjelloway (Saint Mary's University), Allister MacIntyre (Royal Military College of Canada), Deanna Messervey (Queen's University), Damian O'Keefe (Saint Mary's University), Brigadier General (Ret'ed) G. E. Sharpe, Shaun Tymchuk (retired Canadian infantry officer), SLt Ethan Whitehead (Royal Canadian Navy), and Daphne Xu (National Institute of Education, Singapore).

Maintaining Social Well-Being and Meaningful Work in a Highly Automated Job Market Hai-Jew, Shalin 2020-04-03 In mainstream media, there has been wide discussion on what the world will look like when the artificial intelligence (AI) and robotics incursions into traditional human work result in fewer jobs in manufacturing, service industries, and other domains. Turning to automation is a practical endeavor for corporations because of the efficiencies and increased performance it fosters, but these changes have a major impact on humanity. The resulting lack of work has been linked to social ills and human failure to thrive. *Maintaining Social Well-Being and Meaningful Work in a Highly Automated Job Market* is a pivotal reference source that explores how the world will re-shape as one with less demand for human labor and how to potentially balance how people engage as part-workers and as consumers of others' creations. Additionally, the book looks at how people will co-create meaningful lives at micro, meso, and macro levels. While highlighting topics such as mobile technology, positive psychological capital, and human capital, this book is ideally designed for technologists, AI designers, robotics designers, policymakers, social engineers, CIOs, politicians, executives, economists, researchers, and students.

Positive Organizational Behavior Debra Nelson 2007-04-23 Positive Organizational Behaviour is emerging as a truly contemporary movement within the classic discipline of organizational behaviour. The best work of leading scholars is gathered together in one edited collection. Chapters study the states, traits and processes that compromise this exciting new science. In addition to mapping the field, this collection goes one step further and invites noted experts to identify the methodological challenges facing scholars of Positive Organizational Behaviour. Positive Organizational Behaviour constitutes the study of positive human strengths and competencies, how it can be facilitated, assessed and managed to improve performance in the workplace. Its roots are firmly within positive psychology but transplanted to the world of work and organizations. This book showcases the cutting edge of this an exciting and challenging new area within Organizational Behaviour. It should be read by anyone who is interested in extending

their knowledge of this field. Debra Nelson has a website at <http://www.nelsonquickgroup.com>

Intercultural Interactions in the Multicultural Workplace Małgorzata Rozkwitalska 2016-10-01 This volume explores the work environment in multinational corporations. To do so, it integrates studies on the organizational sciences, cross-cultural management, positive psychology and sociology within a single comprehensive framework. Twenty-two authors from six countries identify the challenges in multicultural workplaces, the positives of interactions, cultural clashes and their organizational preconditions. They add inter-organizational, institutional and critical perspectives to the analysis within the framework of multinationals and complex, hybrid cultural environments. The book addresses the needs of researchers in the areas of intercultural management, and those of practitioners in international human resource management.

An Examination of the Stability of Positive Psychological Capital Using Frequency-based Measurement Elizabeth Anne McGee 2011 The purpose of this study was to explore the utility of frequency-based measurement as an alternative method for examining the stability of psychological capital, a higher-order construct introduced by Luthans and colleagues (2007), consisting of self-efficacy, hope, resilience, and optimism. Frequency-based measurement is a new approach based on the distributional assessment model (Kane, 1986; 2000) that provides information on the relative frequency of occurrence for specific behaviors over a given period of time, and offers a distribution that depicts the scope of an individual's behavior. One advantage of this approach is that it can provide information on a person's behavior over time in a single administration, allowing researchers to examine the temporal stability of constructs without having to conduct longitudinal studies (e.g., personality, Edwards & Woehr, 2007). To investigate the usefulness of this new approach, a series of studies was conducted using a sample of students from a large southeastern university. The first study compared a frequency-based measure of psychological capital to the more traditional Likert-type measure. Results indicated that the two are equivalent measures of the central tendency of psychological capital. The frequency-based measure was also compared to the Likert-type measure given across three contexts (family, school, and social settings) in a second study. Results indicated that the two approaches offered similar information in terms of consistency, with both approaches demonstrating some variability in responses over time or across contexts. Thus, this study provided further evidence that frequency-based measurement offers additional information not available in a single administration using a Likert-type measure. The last study investigated agreement between an individual's self-reported psychological capital and ratings of their psychological capital given by an acquaintance. Contrary to my expectations, within-item consistency did not moderate self/other agreement. The implications of these findings are outlined, in addition to suggestions for future research.

Positive Psychology in Everyday Life Margarida Pociño 2022-06-28

Creating Psychologically Healthy Workplaces Ronald J. Burke Workplaces can often be sources of stress, interfering with both job satisfaction and performance. This book explores ways to combat the factors contributing to an unhealthy workplace by building on the advances in positive psychology and organizational scholarship over the last 15 years.

The Oxford Handbook of Positive Psychology C. R. Snyder 2021-01-14 The Oxford Handbook of Positive Psychology is the seminal reference in the field of positive psychology, which continues to transcend the boundaries of academia to capture the imagination of the general public. Almost 20 years after the first publication of this groundbreaking reference, this new third edition showcases how positive psychology is thriving in diverse contexts and fields of psychology. Consisting of 68 chapters of the most current theory and research, this updated handbook provides an unparalleled cross-disciplinary look at positive psychology from diverse fields and all branches of psychology, including social, clinical, personality, counseling, health, school, and developmental psychology. Several new chapters are included which highlight the latest research on positive psychology and neuroscience, as well as growing areas for applications of positive psychology.

The Oxford Handbook of Positive Psychology Shane J. Lopez 2009-04-21 The Oxford Handbook of Positive Psychology is the seminal reference in the field of positive psychology, which in recent years has transcended academia to capture the imagination of the general public. The handbook provides a roadmap for the psychology needed by the majority of the population -- those who don't need treatment but want to achieve the lives to which they aspire. These 65 chapters summarize all of the relevant literature in the field. The content's breadth and depth provide an unparalleled cross-disciplinary look at positive psychology from diverse fields and all branches of psychology, including social, clinical, personality, counseling, school, and developmental psychology. Topics include not only happiness but also hope, strengths, positive emotions, life longings, creativity, emotional creativity, courage, and more, plus guidelines for applying what has worked for people across time and cultures.

ECIC 2017 - 9th European Conference on Intellectual Capital Ilidio Lopes 2017-03-20 These proceedings represent the work of researchers participating in the 9th European Conference on Intellectual Capital (ECIC 2017) which is being hosted this year by the Instituto Universitário de Lisboa (ISCTE-IUL) on 6-7 April 2017. ECIC is a recognised event on the international research conferences calendar and provides a valuable platform for individuals to present their research findings, display their work in progress and discuss conceptual and empirical advances in the area of Intellectual Capital. It provides an important opportunity for researchers and practitioners to come together to share their experiences of researching in this varied and expanding field. The conference this year will be opened with a keynote presentation by Dr José Maria Viedma Martí from U.P.C., Polytechnic University of Catalonia in Barcelona, Spain and Prof. Maria Do Rosario Cabrita from Universidade Nova de Lisboa, Portugal who will together be talking about The Practice of Intellectual Capital in the Fourth Industrial Revolution. The second day of the conference will be opened by Dr Gregorio Martín-de Castro, from Complutense University of Madrid, Spain, who will address the topic Intellectual Capital: Linking Theory and Practice. With an initial submission of 98 abstracts, after the double blind, peer-review process there are 42 academic Research papers, 2 PhD Research, 1 Masters Research and 1 Work in Progress papers published in these Conference Proceedings. These papers represent truly global research in the field, with contributions from Australia, Colombia, Croatia, Egypt, Finland, France, Greece, Iran, Italy, Kazakhstan, Latvia, Lithuania, Poland, Portugal, Romania, Russia, South Africa, Spain, The Netherlands, Turkey, United Arab Emirates, UK and USA.

Managing for Resilience Monique F. Crane 2017-06-26 In an era of longer hours and shorter contracts, of tighter margins and frequent organizational change, stress can undermine both the mental health and performance of employees. A culture of resilience in the workplace, however, offers the potential to support psychological wellbeing and improve the performance of both people and organizations. This is the first book to provide managers with a guide to fostering psychological resilience within their teams. It synthesises not only the latest cutting-edge research in the area, but also translates this into practical advice for a range of organizational settings. Chapters cover the following important issues: Key personality factors related to resilience How job design and routines can improve employee resilience How to build a resilient team Communicating change and improving teamwork Modelling resilient thinking and behaviour as a leader Selecting the right resilience training for your organisation This is the ideal book for anyone interested in fostering a high-performance and emotionally resilient workforce, whether they are a manager, HR professional or occupational psychologist. Its cutting edge approach will also make it important reading for students and researchers of organizational and occupational psychology.

Organizational Behavior Fred Luthans 2015-06-01 Our goal with this 13th Edition is to keep this first mainline organizational behavior text up-to-date with the latest and relevant theory building, basic and applied research, and the best-practice applications. We give special recognition of this scientific foundation by our subtitle - An Evidence-Based Approach. As emphasized in the introductory chapter, the time has come to help narrow the theory/research—effective

application/practice gap. This has been the mission from the beginning of this text. As “hard evidence” for this theory/research based text, we can say unequivocally that no other organizational behavior text has close to the number of footnote references. For example, whereas a few texts may have up to 40 or even 50 references for a few chapters, all the chapters of this text average more than twice that amount. This edition continues the tradition by incorporating recent breakthrough research to provide and add to the evidence on the theories and techniques presented throughout. Two distinguishing features that no other organizational behavior textbook can claim are the following: 1) We are committed at this stage of development of the field of OB to a comprehensive theoretical framework to structure our text. Instead of the typical potpourri of chapters and topics, there is now the opportunity to have a sound conceptual framework to present our now credible (evidence-based) body of knowledge. We use the widely recognized, very comprehensive social cognitive theory to structure this text. We present the background and theory building of this framework in the introductory chapter and also provide a specific model (Figure 1.5) that fits in all 14 chapters. Importantly, the logic of this conceptual framework requires two chapters not found in other texts and the rearrangement and combination of several others. For example, in the opening organizational context part there is Chapter 4, “Reward Systems,” and in the cognitive processes second part, Chapter 7, “Positive Organizational Behavior and Psychological Capital,” that no other text contains. 2) The second unique feature reflects our continuing basic research program over the years. Chapter 7 contains our most recent work on what we have termed “Positive Organizational Behavior” and “Psychological Capital” (or PsyCap). [The three of us introduced the term “Psychological Capital” in our joint article in 2004]. To meet the inclusion criteria (positive; theory and research based; valid measurement; open to development; and manage for performance improvement), for the first time the topics of optimism, hope, happiness/subjective well-being, resiliency, emotional intelligence, self-efficacy, and our overall core construct of psychological capital have been given chapter status. Just as real-world management can no longer afford to evolve slowly, neither can the academic side of the field. With the uncertain, very turbulent environment most organizations face today, drastically new ideas, approaches, and techniques are needed both in the practice of management and in the way we study and apply the field of organizational behavior. This text mirrors these needed changes. Social Cognitive Conceptual Framework. The book contains 14 chapters in four major parts. Social cognitive theory explains organizational behavior in terms of both environmental, contextual events and internal cognitive factors, as well as the dynamics and outcomes of the organizational behavior itself. Thus, Part One provides the evidence-based and organizational context for the study and application of organizational behavior.

Antecedents and Outcomes of Employee-Based Brand Equity Bari, Muhammad Waseem 2022-06-17 Branding and human capital are considered a firm’s most important assets, and the development of these intangible assets is a particularly challenging and important management task for human resource managers and marketers. Employee-based brand equity is a key advantage for the organization and an important part of the brand-based evaluation. To develop an effective and strong employee-based brand equity, firms need to focus on the perceptions of employees and promote positive attitudes about affiliation with the firm. Antecedents and Outcomes of Employee-Based Brand Equity explores the antecedents and consequences of employee-based brand equity from different perspectives and different artifacts of employee-based brand equity. This book highlights the importance of brand equity from a human resource management perspective. It further highlights the ways in which brand equity can be fruitful in understanding and learning different theories and concepts with the interaction of different industries and culture. Covering topics such as employee retention, psychological capital, and brand experience, this premier reference source is an indispensable resource for corporate offices, human resource managers, business leaders and managers, governmental organizations, marketing professionals, customer service professionals, libraries, students and educators of higher education, researchers, and academicians.

Essentials of Organizational Behavior Terri A. Scandura 2020-12-03 Concise, practical, and research-based, *Essentials of Organizational Behavior* equips students with the necessary skills to become effective leaders and managers. Best-selling author Terri A. Scandura uses an evidence-based approach to introduce students to models proven to enhance the well-being, motivation, and productivity of people in the workplace. Experiential exercises and a variety of real-world cases and examples provide students with ample opportunity to apply OB concepts and hone their critical thinking. The Third Edition includes new “What’s #Trending in OB?” boxes on timely topics such as social media addiction and virtual work teams during the COVID-19 pandemic; new case studies on important issues such as American Airlines’ anti-discrimination protections for LGBTQ workers; and the latest research on topics such as grit and inclusive leadership. This title is accompanied by a complete teaching and learning package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text’s content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video now. Assignable Self-Assessments Assignable self-assessments (available with SAGE Vantage) help students understand their own management style and strengths. Learn more. LMS Cartridge: Import this title’s instructor resources into your school’s learning management system (LMS) and save time. Don’t use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

Communication, Emotions and Well-Being in Emotionally Charged Workers Vicente Javier Prado-Gascó 2022-04-21

Positive Psychology Dana S. Dunn 2017-09-01 This volume is a comprehensive review of theoretical and empirical contributions to positive psychology. It provides a scientific understanding of how human strengths help people psychologically and physically, showing how stressful circumstances do not inexorably lead to negative prognoses. It examines how individuals confront challenges, appreciate others, and regard daily experiences as meaningful. Many of the chapters also challenge the negative, disease-model approach that dominates much of the research concerning health and well-being. Chapters also address applications and future directions for the field. The broad scope makes it a key resource for undergraduates, graduates, researchers, and practitioners in social, clinical, and positive psychology.

The Role of Psychological Capital in Entrepreneurial Contexts Fu-Sheng Tsai 2021-01-21
Positive Psychology Coaching in the Workplace Wendy-Ann Smith 2021-09-29 This research-to-practice text explores how coaching can support thriving in the workplace. It focuses on positive psychology coaching in the workplace in relation to: the convergence with organisational psychology and coaching psychology, professional and ethical practices, resilience and wellbeing, team and systemic approaches, leadership, tools of intervention, convergence of clinical interventions and virtuousness, and the future of thriving workplaces. The chapter contributions represent a truly international scholarship and bring together complementary perspectives from the fields of positive psychology, coaching psychology, organisational psychology, organisational scholarship, neuroscience, education and philosophy. Written in a scholarly but accessible style, this text is of interest to a wide readership, including academics, professionals and postgraduate students of positive psychology, organisational psychology, counselling and coaching psychology, human resource management, mental health, health and social welfare. “Smith, Boniwell and Green have brought together an outstanding collection of thought leaders from the field of positive psychology coaching to craft an in-depth exploration of the contribution positive psychology can make to delivering transformation change through coaching conversations. A fascinating read, full of evidence and insight”. Jonathan Passmore Professor of Coaching &

Behavioural Change Director Henley Centre for Coaching, Henley Business School

Positive Organizational Behaviour Miguel Pina e Cunha 2020-02-17 Positive Organizational Behaviour: A Reflective Approach introduces the most recent theoretical and empirical insights on positive organizational practices, addressing emerging topics such as resilience, job crafting, responsible leadership and mindfulness. Other books on positive approaches tend to gloss over the limitations of the positive agenda, but this textbook is unique in taking a reflective approach, focussing on the positive while also accommodating critical perspectives relating to power and control. Positive Organizational Behaviour provides an integrated conceptual framework, evidence-based findings and practical tools to gain an understanding of the potential of positive organizational practices. This innovative new textbook will provide advanced management and psychology students with a grounding in the area, and help them develop strategies for building effective and responsible organizations.

Entrepreneurial and Small Business Stressors, Experienced Stress, and Well Being Pamela L. Perrewé 2020-08-17 Volume 18 of Research in Occupational Stress and Well-Being is focused on the stress and well-being related to Entrepreneurship and Small Businesses. This volume focuses on entrepreneurial and small business owners' stress, health, and well-being as it relates to personal, work, and success outcomes.

Research Handbook on Work and Well-Being Ronald J. Burke 2017-02-24 Almost every person works at some point in their lives. The Research Handbook on Work and Well-Being examines the association of particular work experiences with employee and organizational health and performance.

Psychological Capital: Developing the Human Competitive Edge Fred Luthans 2006-08-04 Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts, one lesson seems very clear: traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage through people, but also a brand new, untapped human resource--psychological capital, or simply PsyCap. Generated from both the positive psychology movement and the authors' pioneering work on positive organizational behavior, PsyCap goes beyond traditionally recognized human and social capital. But PsyCap is not a vague or unscientific concept: to be included in PsyCap, a given positive 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 resiliency, are covered in separate chapters in Psychological Capital. After exploring other potential positive constructs such as creativity, wisdom, well being, flow, humor, gratitude, forgiveness, emotional intelligence, spirituality, authenticity, and courage, the authors summarize the research demonstrating the performance impact of PsyCap. They go on to provide the PsyCap Questionnaire (PCQ) as a measurement tool, and the PsyCap Intervention (PCI) as a development aid. Utility analysis indicates that investing in the development of PsyCap as presented in this book can result in a very substantial return. In total, Psychological Capital provides theory, research, measurements, and methods of application for the new resource of psychological capital, a resource that can be developed and sustained for competitive advantage.

Organizational Behavior Challenges in the Tourism Industry Aydin, ?ule 2019-12-27 Improving positive and reducing negative organizational behaviors in businesses are important in terms of organizational success as this will lead to an increase in employee organizational commitment and job satisfaction. Considering that the tourism industry has such a dynamic structure, it is obvious that behavioral issues in the industry need to be scrutinized. Organizational Behavior Challenges in the Tourism Industry is a collection of innovative research that aims to explore relevant theoretical frameworks in terms of organizational behavior issues and provides the opportunity for tourism organizations to understand their employees' behavior. While highlighting topics including emotional labor, deviant behavior, and organizational cynicism, this

book is ideally designed for hotel managers, tour directors, restaurateurs, travel agents, business managers, professionals, researchers, academicians, and students.

Measuring Psychological Capital Michelle Marie Garven 2018 According to Luthans, Youssef and Avolio (2007) Psychological Capital (PsyCap) is defined as an individual's positive psychological state of development and is characterized by self-efficacy, optimism, hope and resiliency. The purpose of this research study was to examine the relationship between Psychological Capital and positive learning outcomes for students. The study investigated six student centered problem-solving teams (SST) at two schools within a district to probe this relationship. The study also questioned whether the Psychological Capital model that is currently used in business is transferable to education. The research approach used to facilitate this study was a mixed-methods approach utilizing a convergent parallel design for data analysis. The study employed the data collection methods of survey; specifically, a PsyCap Questionnaire Survey (PCQ); observations of the student-centered problem-solving teams, and a district focus group. Positive learning outcomes for student were measured using the Conditional Growth Index (CGI) on the Measure of Academic Progress (MAP) assessment. Overall, the findings indicated that educators sitting on the student-centered problem-solving teams scored in the high range of Psychological Capital with the mean score of 115.90 at Melody and 116.00 at Goodview out of 128.00. The mean score for each individual construct within Psychological Capital were also within the high range at each building. In terms of the relationship between Psychological Capital and positive learning outcomes for students, the relationship could not be correlated through statistical analysis. The analysis of the qualitative data from the district focus group supported the high levels of Psychological Capital measured by the PCQ survey tool; whereas qualitative data from the observations of the student-centered problem-solving teams were inconclusive. Through the study, there were implications that more research is needed to correlate a relationship between high Psychological Capital and positive learning outcomes for students. Given the current state of education, school leaders will need to continue to carefully examine factors that contribute to positive learning outcomes for students.

Creation and Validation of a Self-guided Positive Psychological Capital Intervention Training Nicholas Jay Gailey 2016

Positive Psychology Coaching in Practice Suzy Green 2018-07-17 Positive Psychology Coaching in Practice provides a comprehensive overview of positive psychology coaching, bringing together the best of science and practice, highlighting current research, and emphasising the applicability of each element to coaching. With an international range of contributors, this book is a unique resource for those seeking to integrate positive psychology into their evidence-based coaching practice. Beginning with an overview of positive psychology coaching, the book includes an assessment of theories of wellbeing, an examination of mindfulness research, a guide to relevant neuroscience, and a review of a strengths-based approach. It also contains chapters which explore the application of ACT, the role of positive psychology in wellness and resilience coaching, positive leadership theory, and developmental psychological theories as they relate to coaching through significant life transitions. In each chapter, theory and research is thoroughly explored and applied directly to coaching practice, and supported with a list of relevant resources and a case study. The book concludes with the editors' views on the future directions of positive psychology coaching. Positive Psychology Coaching in Practice will be essential reading for professional coaches in practice and in training seeking to enhance their evidence-based practice, coaching psychologists, practitioners of positive psychology, and academics and students of coaching, coaching psychology and positive psychology.

Theoretical Approaches to Multi-Cultural Positive Psychological Interventions Llewellyn Ellardus Van Zyl 2019-06-11 This volume provides theoretical perspectives on and approaches to the development or enhancement of positive psychological capacities within various multi-cultural professional and organizational contexts. Specifically, it presents theoretical frameworks for the identification, development and optimization of positive psychological capacities through a

contemporary, multi-cultural and multi-disciplinary lens. In recent years, the applicability of positive psychological intervention (PPI) techniques has transposed the boundaries of clinical practice into a wide array of complementary domains such as law, education, business and even design sciences such as architecture. These interventions target the enhancement of positive psychological capacities (e.g. strength-identification and use; high-performance learning; appreciative design; job-crafting) in order to not only improve individual functioning, well-being and the treatment of various forms of psychopathology but also to enhance team functioning/performance, organizational growth and community development. Despite its importance, very little research has been done on the design of PPIs applicable to multi-cultural contexts. The contributions to this volume provide insights into this hitherto neglected area of research.

Positive Psychological Intervention Design and Protocols for Multi-Cultural Contexts

Llewellyn Ellardus Van Zyl 2019-06-11 This volume presents innovative and contemporary

methodologies and intervention protocols for the enhancement of positive psychological attributes in multicultural professional and organizational contexts. Most methods, models and approaches that underpin positive psychological interventions are confined to clinical samples, closed systems or monocultural contexts, which restrict their applicability to particular contexts. Extensive practical intervention protocols, designs and methods which usually accompany first draft intervention papers are condensed into brief paragraphs in final manuscripts or removed in their entirety. This, in turn, reduces their potential for replicability or adoption by consumers, practitioners, or industry. This volume develops guidelines for enhancing positive psychological attributes, such as positive moods (e.g. positive affect; life satisfaction), strengths (e.g. gratitude; humour), cognitions (e.g. hope; optimism) and behaviours (e.g. emotional regulation; positive relationship building) within various multicultural contexts. Thereby, it shows how positive psychology interventions can be replicated to a wide-range of contexts beyond those in which they were developed.