

Positive Organizational Scholarship: Foundations of a New Discipline

Positive organizational scholarship (POS) is a new discipline that studies the positive aspects of organizational life. POS scholars seek to understand how organizations can create and sustain positive work environments that promote employee well-being and organizational success.



Positive Organizational Scholarship: Foundations of a New Discipline by Kim S. Cameron

★★★★☆ 4.8 out of 5

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POS is based on the belief that organizations are not simply places where people work. They are also places where people can grow, learn, and thrive. POS scholars believe that organizations have a responsibility to create workplaces that are positive, supportive, and healthy.

POS is a relatively new discipline, but it has already made a significant impact on the field of organizational behavior. POS research has shown that positive work environments can lead to a number of benefits, including:

* Increased employee satisfaction * Improved employee productivity *
Reduced employee turnover * Increased organizational profitability

POS is a valuable new discipline that can help organizations create more positive and productive work environments.

History of POS

The origins of POS can be traced back to the early 20th century, when researchers began to study the effects of positive emotions on work performance. In the 1950s, researchers such as Frederick Herzberg and Douglas McGregor began to develop theories about the importance of job satisfaction and employee motivation.

In the 1980s, researchers such as Ed Diener and Martin Seligman began to study the concept of positive psychology. Positive psychology is the study of the strengths and virtues that enable individuals and organizations to thrive.

In the 1990s, researchers such as Kim Cameron and Neal Ashkanasy began to apply the principles of positive psychology to the study of organizations. This led to the development of POS as a new discipline.

POS is a rapidly growing field of study. There are now numerous POS scholars around the world, and there are a number of POS journals and conferences.

Key Concepts of POS

POS scholars study a wide range of topics, including:

* Positive emotions: POS scholars study the role of positive emotions in the workplace. They believe that positive emotions can lead to a number of benefits, such as increased creativity, productivity, and resilience. * Positive relationships: POS scholars study the role of positive relationships in the workplace. They believe that positive relationships can lead to a number of benefits, such as increased trust, cooperation, and support. * Positive leadership: POS scholars study the role of positive leadership in the workplace. They believe that positive leaders can create positive work environments that promote employee well-being and organizational success. * Positive organizational culture: POS scholars study the role of positive organizational culture in the workplace. They believe that positive organizational cultures can attract and retain top talent, and can lead to increased organizational performance.

Methods of POS

POS scholars use a variety of methods to study the positive aspects of organizational life. These methods include:

* Surveys: POS scholars often use surveys to collect data on employee attitudes, emotions, and behaviors. * Interviews: POS scholars often interview employees and managers to gain a deeper understanding of their experiences and perspectives. * Observations: POS scholars often observe employees and managers in the workplace to see how they interact and how they create a positive work environment. * Experiments: POS scholars sometimes conduct experiments to test the effects of different interventions on employee well-being and organizational performance.

Applications of POS

POS research has a number of applications in the workplace. For example, POS research can help organizations to:

- * Create more positive work environments
- * Improve employee well-being
- * Increase organizational productivity
- * Reduce employee turnover
- * Increase organizational profitability

POS is a valuable new discipline that can help organizations create more positive and productive work environments.

POS is a new discipline that studies the positive aspects of organizational life. POS scholars believe that organizations can create and sustain positive work environments that promote employee well-being and organizational success. POS research has a number of applications in the workplace, and it can help organizations to create more positive and productive work environments.



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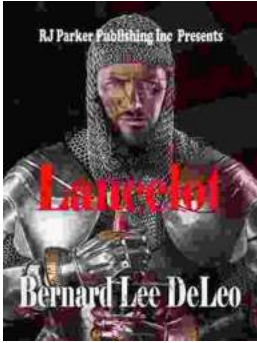
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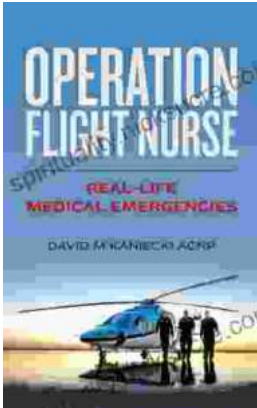
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