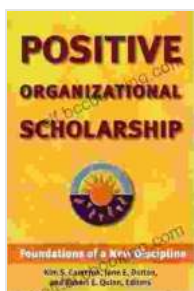


# Positive Organizational Scholarship: Foundations of a New Discipline

Positive Organizational Scholarship (POS) is a new and emerging field of study that focuses on the positive aspects of organizational life. POS scholars seek to understand what makes organizations thrive and how to create workplaces that are more fulfilling and productive. This book provides a comprehensive overview of the POS field, including its history, key concepts, and methods. It also features contributions from leading POS scholars who explore the latest research on topics such as organizational culture, leadership, and employee well-being.

## The History of Positive Organizational Scholarship

POS has its roots in the field of positive psychology, which emerged in the late 1990s. Positive psychology is the study of the strengths and virtues that enable individuals and communities to thrive. POS scholars have applied the principles of positive psychology to the workplace, seeking to understand what makes organizations positive and how to create workplaces 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

Language : English

File size : 5152 KB

Text-to-Speech: Enabled

Screen Reader: Supported

Word Wise : Enabled

Print length : 480 pages



## Key Concepts in Positive Organizational Scholarship

There are a number of key concepts that are central to POS, including:

- **Positive emotions:** POS scholars believe that positive emotions are essential for organizational success. Positive emotions such as gratitude, hope, and optimism can motivate employees, improve creativity, and promote collaboration.
- **Strengths:** POS scholars also focus on the strengths of individuals and organizations. They believe that organizations can thrive by capitalizing on their strengths and developing their employees' talents.
- **Purpose:** POS scholars believe that organizations need to have a sense of purpose in Free Download to be successful. A strong sense of purpose can motivate employees, create a positive work environment, and attract customers and investors.
- **Relationships:** POS scholars also emphasize the importance of relationships in the workplace. They believe that positive relationships between employees, customers, and other stakeholders can create a more positive and productive work environment.

## Methods in Positive Organizational Scholarship

POS scholars use a variety of methods to study positive organizational phenomena. These methods include:

- **Surveys:** Surveys are a common method for collecting data on positive organizational phenomena. POS scholars often use surveys to

measure employee satisfaction, engagement, and well-being.

- **Interviews:** Interviews are another common method for collecting data on positive organizational phenomena. POS scholars often interview employees, managers, and other stakeholders to gain insights into what makes organizations positive.
- **Observations:** Observations are a less common method for collecting data on positive organizational phenomena. However, POS scholars sometimes use observations to study workplace interactions and behaviors.
- **Case studies:** Case studies are a qualitative research method that can be used to study positive organizational phenomena in depth. POS scholars often use case studies to examine how organizations have created positive workplaces and achieved organizational success.

## **Applications of Positive Organizational Scholarship**

POS research has a number of practical applications for organizations. For example, POS research can help organizations to:

- **Create more positive work environments:** POS research can help organizations to identify and create factors that contribute to a positive work environment. These factors can include things like supportive leadership, positive relationships, and a sense of purpose.
- **Improve employee well-being:** POS research can help organizations to develop programs and practices that promote employee well-being. These programs and practices can include things like stress

management programs, work-life balance initiatives, and employee assistance programs.

- **Increase organizational performance:** POS research has shown that positive workplaces are more productive and profitable than negative workplaces. Organizations can use POS research to create workplaces that are more positive and productive.

Positive Organizational Scholarship is a new and emerging field of study that has the potential to make a significant contribution to our understanding of organizations and how they can be managed. POS research has shown that positive workplaces are more productive, profitable, and satisfying for employees. Organizations that want to create more positive and successful workplaces should consider incorporating POS principles into their management practices.



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