

Positive Psychological Capital Measurement And

Psychological Capital: Developing the Human Competitive Edge Psychological Capital and Beyond Psychological Capital and Beyond Positive Organizational Behavior Proceedings of the Eighth International Conference on Management Science and Engineering Management The Role of Psychological Capital in Entrepreneurial Contexts Military Operations and the Mind Positive Psychological Intervention Design and Protocols for Multi-Cultural Contexts Resilience in Children, Adolescents, and Adults Introduction to Management Understanding Cognitive Differences Across Cultures: Integrating Neuroscience and Cultural Psychology Contemporary Research on Business and Management Employees and Employers in Service Organizations 16th European Conference on Management, Leadership and Governance ECIC 2017 - 9th European Conference on Intellectual Capital The Oxford Handbook of Positive Psychology Communication, Emotions and Well-Being in Emotionally Charged Workers From Thinker to Doer: Creativity, Innovation, Entrepreneurship, Maker, and Venture Capital Entrepreneurial and Small Business Stressors, Experienced Stress, and Well Being The Oxford Handbook of Positive Psychology Designing Positive Psychology Positive Psychology in Second and Foreign Language Education Intercultural Interactions in the Multicultural Workplace Positive Psychology ASA 2021 Statistics and Information Systems for Policy Evaluation The Positive Side of Occupational Health Psychology Creating Psychologically Healthy Workplaces Essentials of Organizational Behavior Organizational Behavior Challenges in the Tourism Industry Positive Organizational Behaviour Work Engagement Organizational Behavior Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance Understanding Startups From Idea to Market Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Managing for Resilience Occupational Health Psychology: From Burnout to Well-being at Work Advances in Positive Organization Sustainable Work Ability and Aging Research Handbook on Work and Well-Being

This is likewise one of the factors by obtaining the soft documents of this Positive Psychological Capital Measurement And by online. You might not require more grow old to spend to go to the ebook creation as without difficulty as search for them. In some cases, you likewise do not discover the revelation Positive Psychological Capital Measurement And that you are looking for. It will agreed squander the time.

However below, like you visit this web page, it will be so certainly simple to get as skillfully as download guide Positive Psychological Capital Measurement And

It will not admit many epoch as we notify before. You can complete it even if sham something else at home and even in your workplace. for that reason easy! So, are you question? Just exercise just what we meet the expense of under as capably as evaluation Positive Psychological Capital Measurement And what you later to read!

Occupational Health Psychology: From Burnout to Well-being at Work Sep 21 2019

Resilience in Children, Adolescents, and Adults Feb 19 2022 Resilience in Children, Adolescents, and Adults: Translating Research into Practice recognizes the growing need to strengthen the links between theory, assessment, interventions, and outcomes to give resilience a stronger empirical base, resulting in more effective interventions and strength-enhancing practice. This comprehensive volume clarifies core constructs of resilience and links these definitions to effective assessment. Leading researchers and clinicians examine effective scales, questionnaires, and other evaluative tools as well as instructive studies on cultural considerations in resilience, resilience in the context of disaster, and age-appropriate interventions. Key coverage addresses diverse approaches and applications in multiple areas across the lifespan. Among the subject areas covered are: - Perceived self-efficacy and its relationship to resilience. - Resilience and mental health promotion in the schools. - Resilience in childhood disorders. - Critical resources for recovering from stress. - Diversity, ecological, and lifespan issues in resilience. - Exploring resilience through the lens of core self-evaluation. Resilience in Children, Adolescents, and Adults is an important resource for researchers, clinicians and allied professionals, and graduate students in such fields as clinical child, school, and developmental psychology, child and adolescent psychiatry, education, counseling psychology, social work, and pediatrics.

Work Engagement Mar 28 2020 Deals with a different dimension of workplace psychology, which is the basis of fulfilling, productive work.

Positive Organizational Behaviour Apr 28 2020 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.

Creating Psychologically Healthy Workplaces Aug 01 2020 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.

Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Nov 23 2019 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.

The Positive Side of Occupational Health Psychology Sep 02 2020 This book serves as an introduction to the Nordic approach to Occupational Health Psychology and illustrates how this perspective can be transferred to a global audience. It discusses a joining of attitudes from Positive Psychology accompanied by experiences drawn from the Nordic work/life context. Over the decades, Nordic countries have gathered a great deal of experience on the meaningfulness of work, work engagement, presenteeism, absenteeism, job crafting, work family balance, intervention and reorganization. These experiences are explained and offered as a different approach to Occupational Health Psychology, while avoiding the more traditional detrimental topics such as stress, conflict burnout and poor well-being. Instead the authors discuss subjects such as engagement, healthy change, prosperity and welfare and are applied to the current ideas on Occupational Health Science. This book shows that using interdisciplinary observations can help our understanding of modern worker health. It offers gives readers an opportunity to consider how a combination of good work and good health can be stimulated in theory and in practice.

Proceedings of the Eighth International Conference on Management Science and Engineering Management Jun 23 2022 This is the Proceedings of the Eighth International Conference on Management Science and Engineering Management (ICMSEM) held from July 25 to 27, 2014 at Universidade Nova de Lisboa, Lisbon, Portugal and organized by International Society of Management Science and Engineering Management (ISMSEM), Sichuan University (Chengdu, China) and Universidade Nova de Lisboa (Lisbon, Portugal). The goals of the conference are to foster international research collaborations in Management Science and Engineering Management as well as to provide a forum to present current findings. A total number of 138 papers from 14 countries are selected for the proceedings by the conference scientific committee through rigorous referee review. The selected papers in the second volume are focused on Computing and Engineering Management covering areas of Computing Methodology, Project Management, Industrial Engineering and Information Technology.

The Role of Psychological Capital in Entrepreneurial Contexts May 22 2022

Employees and Employers in Service Organizations Oct 15 2021 With the increasing globalization and fast-paced technological advances in business today, service organizations must to 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.

Psychological Capital and Beyond Aug 25 2022 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.

16th European Conference on Management, Leadership and Governance Sep 14 2021 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

Organizational Behavior Challenges in the Tourism Industry May 30 2020 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.

Military Operations and the Mind Apr 21 2022 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).

ASA 2021 Statistics and Information Systems for Policy Evaluation Oct 03 2020 This book includes 40 peer-reviewed short papers submitted to the Scientific Conference titled *Statistics and Information Systems for Policy Evaluation*, aimed at promoting new statistical methods and applications for the evaluation of policies and organized by the Association for Applied Statistics (ASA) and the Dept. of Statistics, Computer Science, Applications DiSIA "G. Parenti" of the University of Florence, jointly with the partners AICQ (Italian Association for Quality Culture), AICQ-CN (Italian Association for Quality Culture North and Centre of Italy), AISS (Italian Academy for Six Sigma), ASSIRM (Italian Association for Marketing, Social and Opinion Research), Comune di Firenze, the SIS - Italian Statistical Society, Regione Toscana and Valmon - Evaluation & Monitoring.

ECIC 2017 - 9th European Conference on Intellectual Capital Aug 13 2021 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.

From Thinker to Doer: Creativity, Innovation, Entrepreneurship, Maker, and Venture Capital May 10 2021
Contemporary Research on Business and Management Nov 16 2021 This book contains selected papers presented at the 4th International Seminar of Contemporary Research on Business and Management (ISCRBM 2020), which was organized by the Alliance of Indonesian Master of Management Program (APMMI) and held in Surabaya, Indonesia, 25-27 November 2020. It was hosted by the Master of Management Program Indonesia University and co-hosts Airlangga University, Sriwijaya University, Trunojoyo University of Madura, and Telkom University, and supported by Telkom Indonesia and Triputra. The seminar aimed to provide a forum for leading scholars, academics, researchers, and practitioners in business and management area to reflect on current issues, challenges and opportunities, and to share the latest innovative research and best practice. This seminar brought together participants to exchange ideas on the future development of management disciplines: human resources, marketing, operations, finance, strategic management and entrepreneurship.

Communication, Emotions and Well-Being in Emotionally Charged Workers Jun 11 2021

Psychological Capital: Developing the Human Competitive Edge Oct 27 2022 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.

Positive Psychology in Second and Foreign Language Education Jan 06 2021 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.

Positive Psychology Nov 04 2020 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 Oxford Handbook of Positive Psychology Jul 12 2021 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.

Intercultural Interactions in the Multicultural Workplace Dec 05 2020 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.

Understanding Cognitive Differences Across Cultures: Integrating Neuroscience and Cultural Psychology
Dec 17 2021

Research Handbook on Work and Well-Being Jun 18 2019 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.

Positive Psychological Intervention Design and Protocols for Multi-Cultural Contexts Mar 20 2022 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.

Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance Jan 26 2020 Positive psychology focuses on finding the best one has to offer and repairing the worst to such a degree that one becomes a more responsible, nurturing, and altruistic citizen. However, since businesses are composed of groups and networks, using positive psychology in the workplace requires applications at both the individual and the group levels. There is a need for current studies that examine the practices and efficacy of positive psychology in creating organizational harmony by increasing an individual's wellbeing. The Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance is a collection of innovative research that combines the theory and practice of positive psychology as a means of ensuring happier employees and higher productivity within an organization. Featuring coverage on a broad range of topics such as team building, spirituality, and ethical leadership, this publication is ideally designed for human resources professionals, psychologists, entrepreneurs, executives, managers, organizational leaders, researchers, academicians, and students seeking current research on methods of nurturing talent and empowering individuals to lead more fulfilled, constructive lives within the workplace.

Advances in Positive Organization Aug 21 2019 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).

Organizational Behavior Feb 25 2020 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.

Psychological Capital and Beyond Sep 26 2022 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.

Understanding Startups From Idea to Market Dec 25 2019

Designing Positive Psychology Feb 07 2021 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.

Sustainable Work Ability and Aging Jul 20 2019 In many industrialized countries, there is a sharp increase of the aging population due to a decrease in fertility rate and an increase in life expectancy. Due to which, the age dependency ratio rises and may cause increased economic burden among working age population. One strategy to combat this problem is to prolong peoples working career. A sufficient work ability is a requirement for a sustainable and prolonged employment. Work ability is primarily a question of balance between work and personal resources. Personal resources change with age, whereas work demands may not change parallel to that, or only change due to globalization or new technology. Work ability, on average, decreases with age, although several different work ability pathways exist during the life course. Work-related factors, as well as general lifestyle, may explain the declines and improvements in work ability during aging. A sustainable work ability throughout the life course is a main incentive for a prolonged working career and a healthy aging. Work ability and work-related factors, are therefore important occupational and public health issues when the age of the population increases. This Special Issue, "Sustainable Work Ability and Aging", includes in all 16 original articles and one opinion paper, organized in three sections. The research topics cover wide aspects of work ability, from determinants, older employee's coping with their work, methodological issues as well as results of interventions on promoting work ability.

Positive Organizational Behavior Jul 24 2022 Positive Organizational Behavior is emerging as a truly contemporary movement within the classic discipline of organizational behavior. The best work of leading scholars is gathered together in one edited collection. Chapters present 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 behavior. *Positive Organizational Behavior* 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.

The Oxford Handbook of Positive Psychology Mar 08 2021 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.

Essentials of Organizational Behavior Jun 30 2020 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.

Introduction to Management Jan 18 2022 Completely updated and revised, this eleventh edition arms managers with the business tools they'll need to succeed. The text presents managerial concepts and theory related to the fundamentals of planning, leading, organising, and controlling with a strong emphasis on application. It offers new information on the changing nature of communication through technology. Focus is also placed on ethics to reflect the importance of this topic, especially with the current economic situation. This includes all new ethics boxes throughout the chapters. An updated discussion on the numerous legal law changes over the last few years is included as well. Managers will be able to think critically and make sound decisions using this text because the concepts are backed by many applications, exercises, and cases.

Entrepreneurial and Small Business Stressors, Experienced Stress, and Well Being Apr 09 2021 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.

Managing for Resilience Oct 23 2019 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.