The Future of Positive Work & Organizations

Stewart I. Donaldson
(stewart.donaldson@cgu.edu)
Claremont Graduate University, USA

IPPA World Congress
Orlando, Florida
June 28, 2015
Significant Growth: Membership
- June 2014: 255
- June 2015: close to 800

Action so far
- Charter (Mission and Vision) ratified by members
- Membership survey
- Applied Research Committee
- LinkedIn private sub-group
- Newsletter (Theory & Research briefs, Practice briefs, Interviews)
- World Congress
  - Social Networking Event
  - Business Meeting
- Division sponsored Invited Symposium
- Partnership with SIPPA Mentoring Event
Taking Stock of Peer Reviewed Literature in Positive Work & Organizations 2001-2009

• Donaldson & Ko (2010) – Identified and analyzed 172 peer reviewed articles found using the key terms positive psychology, positive organizational psychology, positive organizational behavior, and positive organizational scholarship.

Positive Organizational Psychology

POP is “the scientific study of positive subjective experiences and traits in the workplace and positive organizations, and its application to improve the effectiveness and quality of life in organizations” (Donaldson & Ko, 2010, p. 178).
Positive Organizational Behavior

POB refers to ‘the study and application of positively oriented human resource strengths and psychological capacities that can be measured, developed, and effectively managed for performance improvement in today’s workplace’ (Luthans, 2002, p. 59).
POS is ‘concerned primarily with the study of especially positive outcomes, processes, and attributes of organizations and their members’ (Cameron et al., 2003, p. 4). The basic idea of POS is that understanding the drivers of positive behavior in the workplace would enable organizations to rise to new levels of achievement (Roberts et al., 2005).
Positive Umbrella

- Positive Organizational Psychology
- Positive Organizational Behavior
- Positive Organizational Scholarship
- Positive Business
- Positive Human Resource Development
- Positive Economics
- Positive Education
- Positive Health
- Positive Youth Development
- Positive Neuroscience
- Positive Community Development
- Positive Aging
- Positive Technology
- Positive Humanities
Taking Stock of Positive Psychology


- Peer Reviewed Articles in Positive Psychology 1999 to 2013 (Donaldson, Dollwet, & Rao, 2014)
Peer Reviewed Articles in Positive Psychology 1999-2014

Total # of articles (N) = 1628
Positive Organizational Psychology Peer Reviewed Literature 2001-2014

- Total of 359 peer reviewed articles published between 2001 and 2014
- Total empirical articles = 184 (51.3%)
- Total non-empirical articles = 175 (48.7%)
46 different journals published two or more articles related to POP during 2001–2014
110 journals have published one article
A total of 156 different journals have published work in this area (n=359)
## Key Topics in POP

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<th>S.No.</th>
<th>Topic</th>
<th>Total</th>
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<tbody>
<tr>
<td>1</td>
<td>Positive leadership</td>
<td>37</td>
</tr>
<tr>
<td>2</td>
<td>Psychological Capital (Psycap)</td>
<td>24</td>
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<td>3</td>
<td>Virtuousness/Ethics</td>
<td>21</td>
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<td>Work Engagement</td>
<td>21</td>
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<td>5</td>
<td>Job Satisfaction/Happiness</td>
<td>20</td>
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<td>Well-being at Work</td>
<td>20</td>
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<td>7</td>
<td>Positive Organizational Development and Change</td>
<td>19</td>
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<td>8</td>
<td>Positive psychology at work</td>
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<td>Emotions</td>
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<td>10</td>
<td>Stress</td>
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<td>Organizational Citizenship Behaviors</td>
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<td>Organizational Commitment</td>
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<td>13</td>
<td>Overview of POB</td>
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<td>Education and Training</td>
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<td>Career</td>
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<td>16</td>
<td>Overview of POS</td>
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Interventions or Practice
Intervention Design & Evaluation: Efficacy versus Effectiveness

Interventions
evidence-based
effectiveness

Evaluation

Programs

Impact
outcomes

Evaluation
How does the program create impact?

How will stakeholder values be promoted?

How will the program prove and improve impact?

How will the program pay for itself?

How will the program be implemented?
Exploring Intersections
Sound Science

Myths

Pseudoscience

Bogus Products

Misinformation

Unknowns
The Future of Positive Work & Organizations

The best way to predict the future is to create it. - Peter Drucker