

ANALYSIS OF POSITIVE ORGANIZATIONAL BEHAVIOR (POB): A CASE STUDY

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ABSTRACT

In this study, within the framework of positive psychology, the dimensions and outcomes of positive organizational behavior (POB) were examined in the context of integrating POB into organizational behavior. This analysis will be conducted through the resignation of Necla, who works as a manager in a company, and will be analyzed based on the reasons for her resignation and its possible consequences.

Keywords: Positive psychology, positive organizational behavior, positive capital

1. INTRODUCTION

Psychology, originating from the Greek word psyche, began as the study of the soul and mind, and evolved to include the analysis of behavior and mental processes. Positive psychology is a relatively new field of psychology that focuses on the positive aspects of human behavior and experience. It contributes to an individual's attachment to life and takes it to a better position. According to Peterson (2000), positive psychology "is concerned with understanding the processes that enable individuals, communities, and societies to flourish" (p. 5). It emphasizes the promotion of well-being, happiness, life satisfaction, gratitude, optimism, compassion, self-respect, confidence, hope and fulfillment. In other words the strengths rather than the weaknesses of the individual (Güngör, 2017).

The founder of positive psychology is Martin Seligman, who originated the term in the late 1990s, has identified five key elements that contribute to long-term well-being, including positive emotions, engagement, positive relationships, meaning, and achievement/accomplishment (Seligman, 2011). With the increasing demand for a more systematic and scientific approach to understanding what makes life worth living, positive psychology is likely to continue to gain attention and influence in the field of psychology Ackerman (2020). Researchers who are working on positive psychology are now focusing on positive emotions to improve individual and collective functioning, psychological well-being, and physical health (Sheldon & King, 2001; Seligman & Csikszentmihalyi, 2000; Gable & Haidt, 2005).

On the other hand, positive organizational behavior has arisen as a way to apply the principles of positive psychology to the field of organizational behavior. (POB). POB focuses on the study of positive psychological states, traits, and attitudes in individuals and groups within organizations. According to Luthans and Youssef (2007), POB can be defined as "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" (p. 1). POB emphasizes the promotion of positive emotions, engagement, resilience, hope, optimism, and other positive traits in employees and teams, with the goal of enhancing their well-being, productivity, and performance (Luthans & Youssef, 2007). It also emphasizes the importance of creating positive work environments, supportive leadership, and organizational cultures that foster employee well-being (Cameron & Spreitzer, 2011).

Research has shown that POB interventions, such as gratitude exercises, positive feedback, and mindfulness training, can have significant positive effects on employee well-being, job satisfaction, and performance (Avey, Luthans, & Jensen, 2009; Fredrickson et al., 2008; Spreitzer et al., 2017). Overall, the concept of POB, which is based on positive psychology, offers a unique and valuable perspective on organizational behavior that emphasizes measurable and demonstrable structures (Luthans & Youssef, 2007). It is particularly notable for its focus on situation-specific positive psychological resource capacities,