

INNOVATION POTENTIAL OF POSITIVE PSYCHOLOGY IN MANAGEMENT SCIENCE

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Abstract

Concept of positive quality of life can be extended to companies, business networks, small and medium size enterprises and clusters as well. It is true so much the more because positive quality of life is not a state, that we can possess, neither experience, but activity. Application of positive psychology to management science has great importance. Leadership focusing on human assets, harmony and self-realization effectively can promote colleagues to reach and sustain job-related well-being and organizational performance at the same time. Fulfilment of these aims increasingly is not only personal, organizational, but social responsibility as well.

Key words

Leadership, Positive Psychology, Quality of Life, Leadership Model of Positive Psychology

JEL Classification

J50

Introduction, aim and methods

In my opinion, the knowledge we have today makes possible to work out general and more or less specific models that can be applied to the field of management science.

Based on logic above, by the adaption of positive psychology to management science, we can create a general, positive psychology-based leadership-model.

As we know, general model in the strict sense of the word can be applied to each occasion, does not exist. Therefore, we have to tailor it to the specific circumstances. In the next phase, by the help of process- and system-oriented approaches, we can elaborate

methodological details of implementation. Through the whole process, we should pay attention to separable tasks and responsibilities of scientific researchers, managers and workers. Besides, we should not forget, that interests of workers and managers sometimes can be different ...

Results and discussion

As a result of interdisciplinary investigation of management science and positive psychology, the general model can be described as follows:

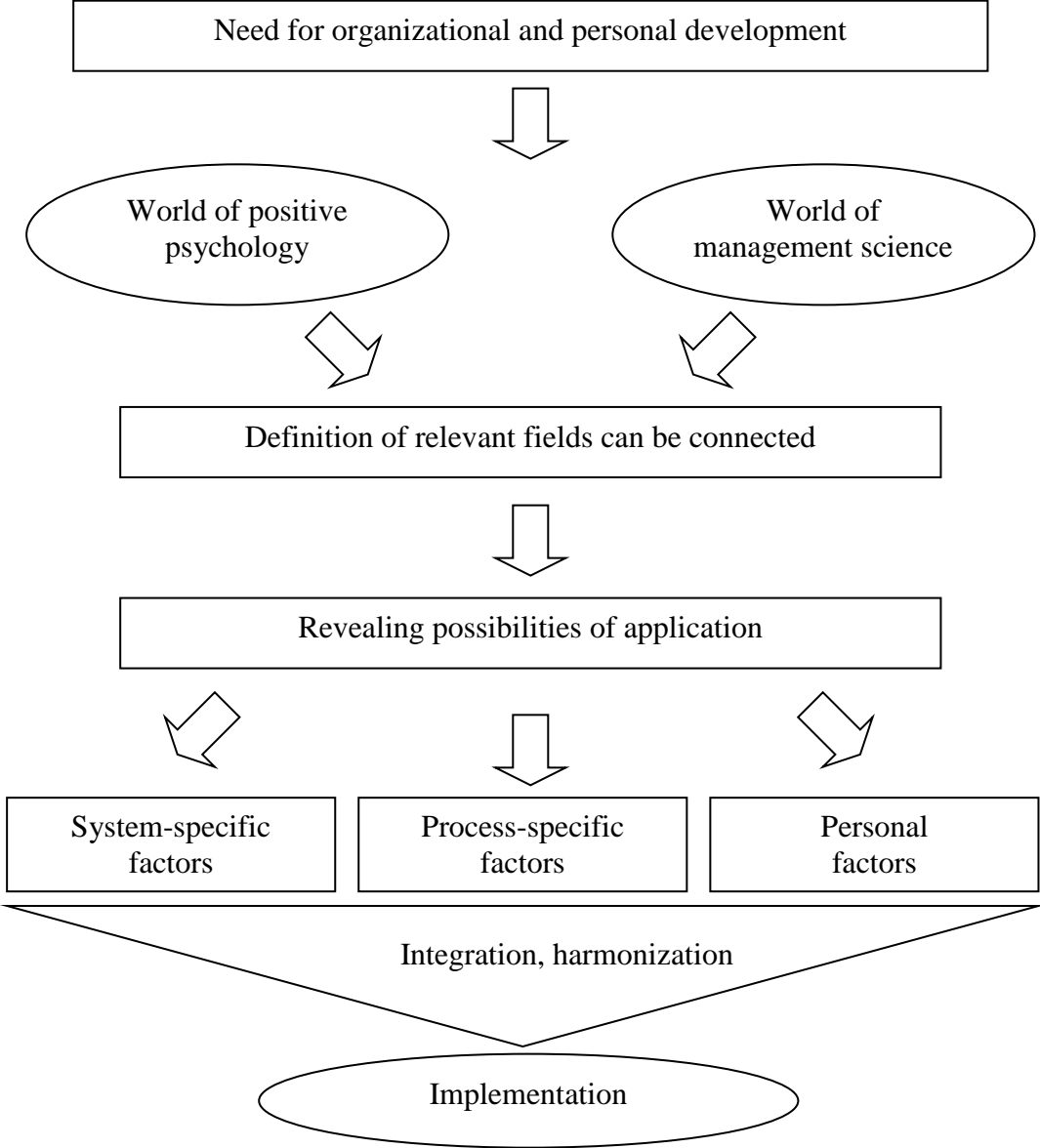


Figure 1.
General model of positive psychology-based leadership

Continuous need for development, organizations are constrained to implement more and more efficient and complex systems. Application of positive psychology to management science offers a lot of possibilities from this point of view.

As a first step, we have to define relevant fields of positive psychology that can be adapted to the world of management science. We have to analyse sub-fields of positive psychology, that directly or indirectly can be implemented to organizational circumstances. From this point of view, the following fields seem to be adequate: subjective well-being, concept of "flow", positive affectivity, positive emotions, emotional intelligence, creativity, optimism, settings goals for life, wisdom, happiness, uniqueness seeking, forgiveness, empathy and altruism, humor etc.

In the next step we have to reveal possibilities of application, building a bridge between theory and practice. To ensure permeability we have to integrate and harmonize those system-, process- and personal factors, that can lead to complete satisfaction of leaders, employees and the whole organization.

Sustainable organizational development can be obtained only by a 3-dimensional harmonization of various organizational levels, working processes, employees and leaders. That means, that we have to take into consideration of personal features, organizational structure and processes.

By the help of the general model we can create our organization-specific model for a particular case. Having acquainted and accepted it by the managers and employees, we can start elaborating details of implementation.

Successful implementation in a concrete organization can be done only by tailoring. To make it easier, we can draw up a process-oriented model. It helps us to detail our further steps and particular actions have to be taken in the next phase.

The following figure gives us a kind of chronological order containing the list of comprehensive actions.

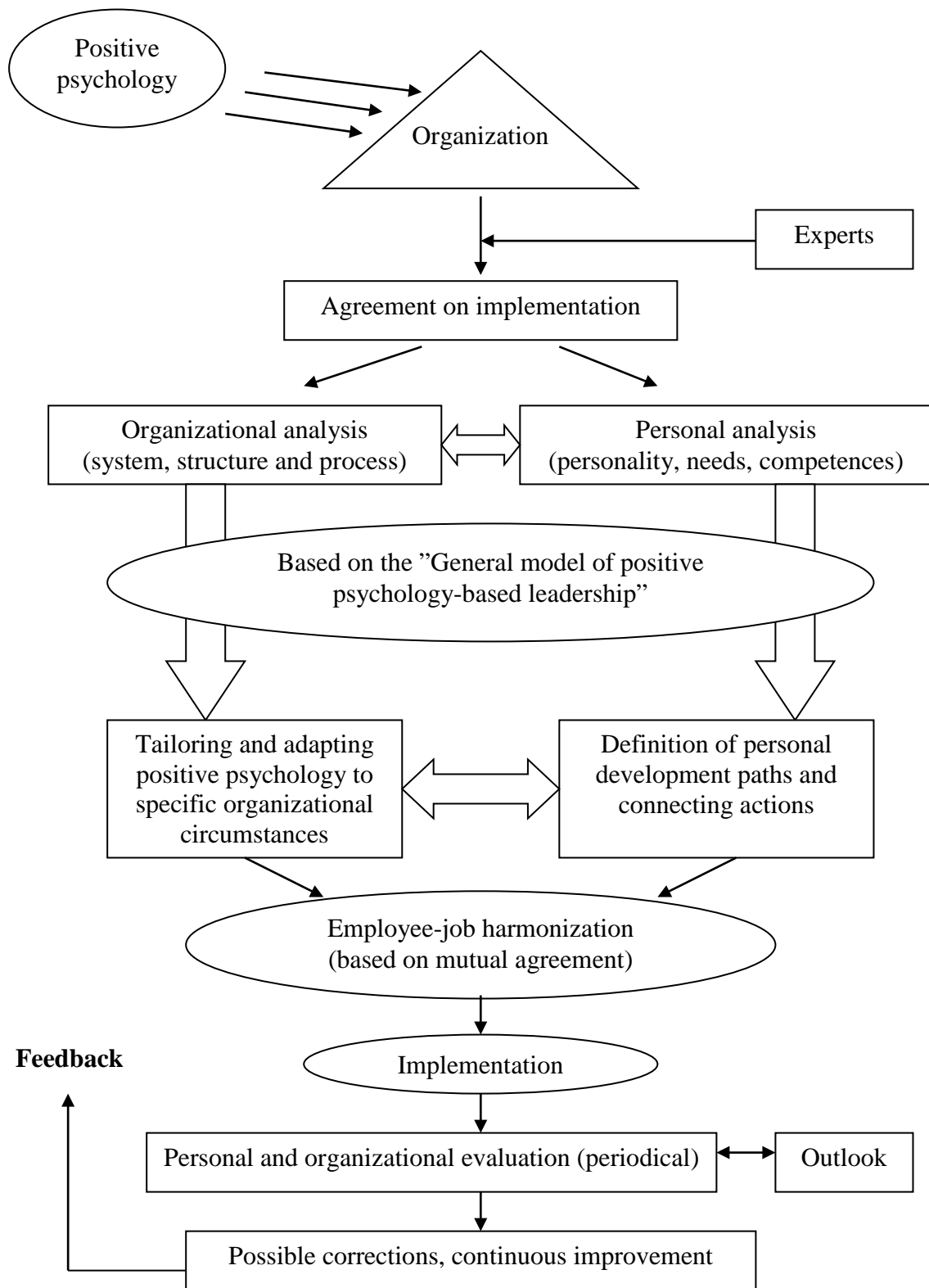


Figure 2.
Process-oriented model of positive psychology-based leadership

The process usually begins with gathering information by the management about positive psychology implementation possibilities. Later, experts give detailed information, that the management shares with employees. In case of mutual agreement we can start the professional phase.

At first we have to perform a detailed, but complete organizational and personal analysis to reveal the current situation.

Organizational analysis should contain a system, a structure and a process analysis, that explore specific features of functioning.

Personal analysis means personal inventory, a complex map of competences, needs, attitudes, level of satisfaction, motivation and other relevant features. One of the most important part of this phase to gather information about employees' plans and desires for the future.

Conclusion

Based on the "General model of positive psychology-based leadership" on the one hand we can tailor and adapt positive psychology to specific organizational circumstances, on the other hand we can define personal development paths and actions have to be taken. We sketch scheduled personal development and professional programs contributing to the success.

To hit the target, we have to pay special attention to employee-job harmonization. It should be developed by mutual agreement to express everybody's satisfaction.

Harmonization of employees' strengths (and weaknesses) and job-possibilities (and barriers) results similarity in expected and real employees' behavior. It leads to effective responses for work requirements, in other words good work performance.

Having elaborated the details, we can start implementation. Taking into consideration, that structural and personal changes usually requires longer period of time, we are suggested to carry out periodical personal and organizational evaluations.

Outlook and comparison can give us a lot of help to carry out possible corrections and further development. In today's world we are not allowed to have the luxury of acting without feedback.

Possible fields of application from organizational point of view: personality development, leadership development, organizational development, change management, performance management, conflict management, problem solving, decision making, team work, motivation, communication etc.

In connection with successful implementation and sustainable personal and organizational satisfaction, we have to underline the role of the leader, who significantly can accelerate the whole process by his/her commitment and exemplary behavior.

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