



SIG 09 - OB - Organizational Behaviour

We invite you to submit your research to explore the theme of *The Business of Now: the future starts here* for the EURAM 20th Conference.

We look forward to receiving your submissions.

T09_06 - Crafting Positive Organizational Behaviour with Work Meaningfulness, Mindfulness, and Work Engagement

Proponents:

Donna Morrow, University of Dallas; Aldona Glinska-Newes, Nicolaus Copernicus University in Torun; Luis Miguel Pereira Lopes, Instituto Superior De Ciencias Sociais E Politicas; André Escórcio Soares, Coventry University.

Short description:

This conference track, Crafting Positive Organizational Behaviour with Work Meaningfulness, Mindfulness, and Work Engagement, seeks researchers that focus on positive organizational behaviour studies that indicate positive states, traits and processes that arise from, and result in, enhanced strengths and psychological capabilities that support optimal behaviour for optimal functioning within organizations. Specifically, this track focuses on positive behaviour, states, traits, and/or processes related to job crafting, work meaningfulness, mindfulness, and work engagement. Research and discussions are welcome that focus on positive behaviour at the organizational, workgroup, and/or individual levels. Additionally, research from all sorts of epistemic and ontological stances are welcome,

Long description:

Employees and employers desire to experience positive work outcomes in the face of constant change and complexity of work (cf. Demerouti & Bakker, 2014). Adjusting to the change and fostering positive organizational behaviour that invest and support employees and organizations now and in the future is a focus of Crafting Positive Organizational Behaviour with Work Meaningfulness, Mindfulness, and Work Engagement track. Specifically, this track encourages researchers to submit papers who focus on job crafting, work meaningfulness, mindfulness and/or work engagement, with a lens toward enabling organizations and employees to flourish.

Work Meaningfulness has been a major topic of research since its inception on the Positive Organizational Scholarship and Behaviour movement at the beginning of the 21st Century (Cameron, Dutton, & Quinn, 2003). Issues such as seeing one's work as a calling (Dik, Byrne, & Steger, 2013) or job crafting (Wrzesniewski & Dutton, 2001) deepened the subject of meaningfulness and work engagement (Tims, Derks, & Bakker, 2016) while evidenced for positive well-being and performance benefits at the individual, group, organizational, and societal levels (Tuckey, Sonnetag, & Bryan, 2018).



Mindfulness, on the other hand, has long been outlined in the management research agenda (Weick, 2006), but only in the recent years has strongly emerged as an empirical research subject, thus raising much attention for its contribution to positive organizational behaviour (Berg et al., 2013; Good et al., 2016; Malinowski & Lim 2015).

Notwithstanding job crafting, work meaningfulness, mindfulness, and work engagement are distinctive constructs where all can be studied using cognitive, social and/or emotional approaches (Malinowski & Lim, 2015). Previous research evidenced the relationship of these constructs with positive wellbeing (cf. Breevaart et al., 2014; Zivnuska et al., 2016) and performance (cf. Eby et al., 2019; Reb et al. 2018; Tuckey et al., 2018).

As such, this conference track emphasizes positive organizational behaviour studies related to job crafting, work meaningfulness, mindfulness, and/or work engagement. Research and discussions are welcome that focus on organizational, workgroup, and/or individual levels. Additionally, research from all sorts of epistemic and ontological stances are welcome, including both qualitative and quantitative studies, as well as those that include action research and/or an intervention approach.

Keywords:

- Job Crafting
- Work Meaningfulness
- Mindfulness at work
- Work engagement
- Positive Organizational Behaviour

UN Sustainable Development Goals (SDG):

Goal 3: Good health and well-being for people, Goal 8: Decent work and economic growth.

Publication Outlet:

- Emerald Publishing
- Edward Elgar Publishing
- Routledge

For more information contact:

Donna Morrow - dlmorrow@udallas.edu

AUTHORS GUIDELINES

<http://www.euramonline.org/submissions-guidelines-2020/authors-chairs-discussants-guidelines.html>