

**POSITIVE ATTITUDE'S CONTRIBUTION TO IMPROVED EMPLOYEE PERFORMANCE
AND ORGANIZATIONAL PRODUCTIVITY**

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Abstract: For a long time, psychologists have focused on how to increase employee productivity. Positive psychologists began to fill literature gap by addressing the impact of positive traits on employee performance and organizational productivity, as well as how to improve the same by identifying these traits and developing organizational policies based on them, with the advent of positive psychology. Unlike traditional psychology, Positive psychology concentrates on the positive personality features of employees rather than the individual's negative psychological aspects. This study examines the effects of three positive qualities i.e. optimism, well-being and personal strength on employee productivity and a result organizational productivity. The study focuses on these three positive characteristics, identification and formulation of strategy based on them, with the goal of improving employee performance and thus productivity. The study suggests a 'method' and 'framework' to reflect the connections between positive psychology, employee performance and organizational productivity. The framework was used to generate hypotheses and a questionnaire was created.

A questionnaire was given to employees in a certain company. The framework was used to generate hypotheses and a questionnaire was created to collect data to validate the validity of the postulated links. The questionnaire was given to employees in a certain company. Each theory was put to test with the findings. The findings revealed some fascinating findings, demonstrating that implementing positive psychology concepts and individual positive traits such as optimism, well-being and personal strength at work improves employee performance and thus organizational productivity as evidenced by the acceptance of all hypotheses after data analysis.

Keywords – *Organizational policies, employee productivity, positive qualities, positive attitude, workplace*

Introduction

A person's attitude is nothing but the way they feel about something or someone and form their opinions based on the same. The attitude that a person carries determines their behavior. As attitude is a matter of opinion, it may be changed. This viewpoint could be influenced by preconceptions or first impressions of people, places, things, and events. As a result, it is possible to update it based on evidence. An optimistic attitude leads to a positive behavior, while a bad attitude leads to negative behavior. With positive feelings we feel happy and pleasant.

Attitude in the workplace refers to our ability to comprehend the issues we face and to function well as individuals and members of our teams. The opportunities that come our way are mostly determined by our mentality.

The study of human behavior and mental states is known as psychology. Traditional psychology has been more helpful on the negative side of patients' analyzing state of mind than on the positive side. Psychologists get a grasp of the patient's mental state and identify the problem in order to treat it. Mental anxiety and stress are currently the most frequent issues impacting people's mental health and behavior. These emotions and actions are thought to have an impact on an individual's performance and productivity. Traditional psychology has focused on assessing individuals' emotional well-being, such as depression, and treating the condition using traditional procedures and pharmaceuticals. This is critical for persons dealing with psychiatric disease since it provides a distorted impression of emotional well-being.

Psychology of well-being:

Positive Psychology is a discipline of psychology that arose as a result of helpful lessons learned from previous research and thinking [1].

Positive Psychology is a modern area of psychology that emphasizes ordinary, successful progress rather than the treatment of psychological illness. PS essentially focuses on what is "good" in the individual, positive attributes, and strengthens them, whereas traditional psychology focuses on what is "bad" in the individual, negative traits, and strengthens them. Martin Seligman is regarded as the father of Positive Psychology, despite the fact that the phrase was developed by Abraham Maslow in 1951, and he focused on individuals' happiness, prosperity, and well-being, as well as how these attributes may enhance an individual's mental health. Seligman was able to successfully combine the views and concepts of previous scholars, philosophers, and scientists and tie them to awareness.

In its current form, the notion of the practical importance of positive psychology was developed in the late 1990s. This occurred when Martin Seligman, the president of the American Psychological Association, re-emphasized the need of incorporating a strength-based approach into the discipline of psychology [2]. Using extensive surveys, Seligman discovered that the most fulfilled, energetic people were those who had discovered and used their unique combination of "signature attributes" such as humanism, moderation, and tenacity. This concept of happiness combines Confucius', Mencius', and Aristotle's ethical ideals with modern psychology theories of motivation. According to Seligman, people's happiness may be measured in three ways: the Pleasant Life, the Good Life, and the Meaningful Life.

Workplace humanistic psychology

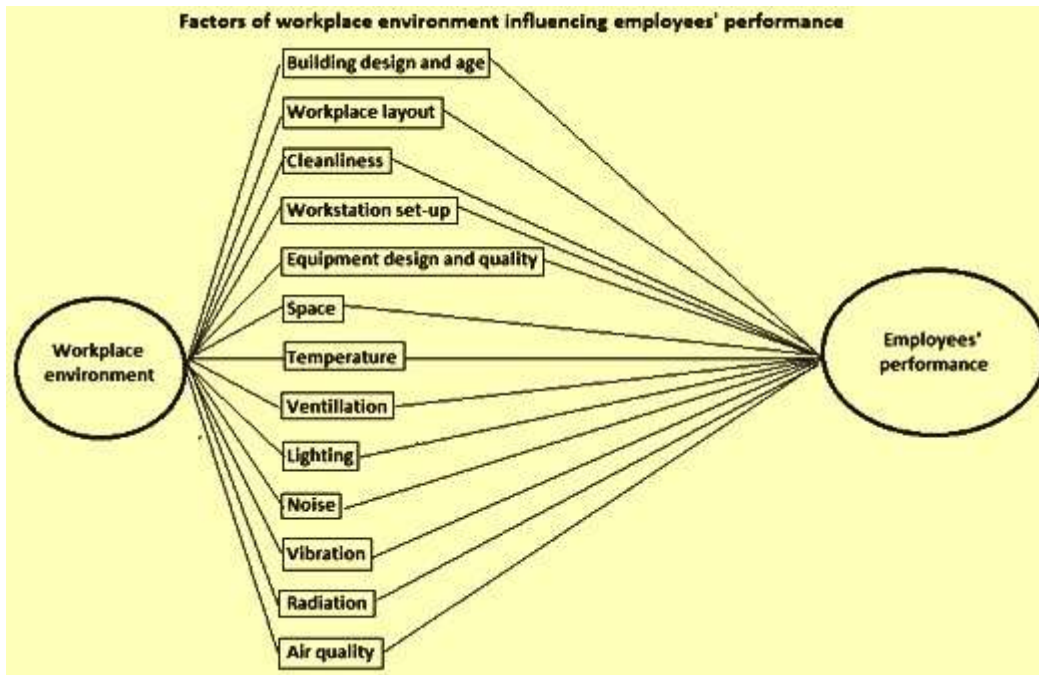
The 21st Century workplace heavily depends on advancement on technology, thus putting pressure on both the employees and the organization in terms of performance and productivity. This is integral for the overall organizational productivity. The quick changes in the world make huge vulnerability in business sectors, and this requires inventive arrangements and the capacity to decide to choose the organization direction.

The workplace of the twenty-first century is significantly reliant on technological innovation, putting pressure on both people and organizations in terms of performance and productivity. Organizations are working hard in such an environment to develop strategies to boost employee performance and productivity. The report claims that both might be improved by implementing work regulations that embrace individuals' favorable characteristics. Organizations are required to rely more on workers' creativity and experience to keep up with the fast-paced technology changes. This is critical to the overall productivity of the organization. Individually, identifying employees' knowledge, expertise, well-being, and happiness becomes part of the organizational goal, and processes that ensure cross-talk and adaptability are developed, as are plans that take advantage of human capital and a strategy to give the organization a competitive advantage.

Workplace positivity:-

People with a positive informative approach are more prepared to deal with change's susceptibility. As a result, these individuals exhibit more controlled observations and apply more dynamic coping techniques at work, while workers with a positive viewpoint reframe the unfavorable event as an opportunity for growth and development.

As a consequence, an employee with a positive outlook can successfully cope with challenges, which keeps him/her free of stress and worry, and therefore his/her performance improves. These findings support the notion that management's encouragement and acknowledgment, as well as recognizing their effort, have a good impact on their performance.



Source: - <https://www.ispatguru.com/>

Approach for improving the working environment:-

The term 'sort' in the 7S technique refers to differentiating or sorting out between desirable and unwanted materials at the workplace, as well as the elimination of unwanted things. The phrase 'set in order' refers to organizing and labeling goods such that they are easy to discover and use. The term 'shine' refers to the elimination of dirt, strain, grime, soot, and dust from the workplace. This involves cleaning and maintaining equipment and facilities, as well as checking them for defects. In certain ways, it also encompasses basic equipment maintenance. The term 'standardize' in 7S approach refers to the systematization of procedures. This entails ensuring that whatever level of cleanliness and orderliness is attained is maintained. As a result, the working techniques are designed to complement the practices. The word "sustain or self-discipline of 7S approach" refers to employees' commitment to preserve orderliness and to carry out the processes with discipline and sincerity. Under the 7S methodology, 'safety' refers to the state of being safeguarded from physical, social, spiritual, financial, political, emotional, occupational, psychological, educational, or other sorts or repercussions of failure, damage, error, accident, hurt, or any other undesirable occurrence. The seventh term in the 7S technique is 'spirit or team spirit,' which refers to employees' willingness to collaborate and work as part of a team. Teamwork is a set of actions performed by a group of persons that involves excellent communication/interaction among team members for information sharing, knowing each other on a personal level, and assisting others.

Conclusion:-

The study tackled an intriguing issue by merging positive individual attributes into corporate regulations to improve employee performance and, as a result, organizational productivity. As mentioned in the research, three such favorable qualities were discovered. A paradigm was presented that encompassed the three positive attributes and demonstrated their links to employee performance, organizational policies, and organizational productivity. The article advocated that corporations adopt techniques to discover their workers' good attributes and construct policies around them. These characteristics are essential for employees' well-being and, if fostered by the business, will eventually make employees

more ready to participate and perform better. This study provides a thorough examination of the notion of Positive Psychology and the significance of positive qualities in health.

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