



Applying Positive Organizational Psychology to Foster a Positive Environment at the Workplace

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10.21608/JSDSES.2025.354248.1043

ARTICLE HISTORY

Received: 20-1-2025

Accepted: 28-2-2025

Published: 31-3-2025

KEYWORDS

Employee behavioral
psychology
Positive organizational
mindset
Positive workplace
environment
Fostering positive employee
behavior
Positive intervention
programs



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ABSTRACT

Positive organizational psychology has rendered the newer generation a prospect of inducing positive work cultures in small/large-scale organizations and self-owned businesses. However, an individual's work-life balance mediates an enchanting balance between personal and professional life. According to current terms and agendas documented to protect positive organizational psychology, this research aims to investigate factors that aggravate debilitating scenarios, situations, and workplace environments that hinder positivity. Moreover, it incorporates strategies devised through positive intervention programs or positive psychology interventions that foster constructive environments at work. Perceiving emotional psychology under professional aspects, this research recommends factors that surge employees' emotional intelligence and stability. This study conceptualizes existing research literature, manifesting positive mindsets that value employees' personal, professional, emotional, and intrinsic traits. Adopting an interactive literature review concept, this research discusses research reviews, empirical research, and studies conducted on employee-organization behaviors that help nourish positive, like-minded organizational environments. It outlines existing gaps in the literature and develops concrete evidence for implementing strategies through positive psychological intervention programs. These programs strategize positive employee behaviors through tasks, activities, and interactive sessions that drive employee growth, consequently hampering professional bereavement. Employee-centered policies that replenish psychological interventional programs at workplace are needed to render provocative, present-minded personalities that focus on delivering positive behavioral attitudes.

Highlights

1. Positive organizational psychology induces positive work cultures. This research investigates factors that hinder negative workplace environments.
2. Moreover, this research incorporates positive psychology intervention programs that foster constructive environments at the workplace.

3. This study conceptualizes positive mindsets that value employees' personal, professional, emotional, and intrinsic traits.

Introduction

To understand the background and scope of positive organizational psychology, individuals must invest their intellect to understand the resources from which this concept resonates. Psychologists have come forth with various aspects of organizational psychology that assist individuals in gathering awareness of the impacts that shape an individual's work life (Lefkowitz, 2023). Moreover, it also gravels the functionality of a mentally healthy and fulfilled life. Employee behavioral psychology at the workplace thrives when organizations make efforts to implement approaches and theories through positive psychological intervention programs. These programs initiate the sustenance of healthy work environments, supporting employees' professional potential, greeting them with gratitude, and protecting their inclusive well-being (Theisen-Womersley, 2021).

Employees come across various hurdles when dealing with toxic or mentally disruptive environments. For fewer employees, such environments may not be bothersome. Their unbothered attitude may be attributed to their emotional stability and resilient natures, which harness their retention at the workplace (Butler et al., 2011). However, for some employees, the feeling of living life through toxic work cultures might as well become extremely exhausting and overwhelming. Consequently, their personality corroborates a significant shift transforming their overall perception of work cultures practiced in organizations. Therefore, psychologists have investigated core aspects of human psychology to enhance research strategies that transform toxic cultures into positive environments, engraving willingness, zeal, and professional motivation within employees. In line with the existing issues, essential positive psychology intervention programs are implemented to promote a healthier and better-performing work culture. The positive interventions focus on empathy, employee communication and

engagement, strong character, and self-motivation. These interventions effectively target job satisfaction, employee retention, intellectual resilience, and healthy employee competition (Bolier et al., 2013). Moreover, the perseverance of positive cultures has helped employees stem through the professional ladder, becoming resilient, confident, and self-motivated while achieving their professional targets and mastering the art of positive professionalism (Dóra et al., 2019).

According to Donaldson and Ko (2010), positive organizational psychology is related to the study of experiences connected to positive subjectivities and traits in the workplace. Understanding the positive psychology of employee interaction delivers substantial evidence for researchers to apply, improve, and rejuvenate the existing work-life quality in organizations (Rasool et al., 2021). Furthermore, positive psychology helps understand essentialism in the current needs of an organization. It helps to understand which key factors are important for the organization's growth and which need to be excluded to let positive work cultures and employee engagement thrive together.

However, positive organizational psychology stems from two interrelated branches: positive organizational behaviors and positive organizational scholarship. Researchers tend to have contrasting definitions regarding the concept behind these terminologies. According to Luthans (2002), organizational psychology studies and analyzes the applications of positive orientations needed in the workplace. These orientations strengthen the organization's human resource strategies to thrive in the competitive market. In the digital world of organizational transfusion, the concept of organizational psychology is relatively unexplored. However, organizations hardly thrive when employees experience negative behavior and micromanagement from their peers. Employees in the current generation are rather better informed and well educated to know about their organizational rights and mental comfort at the workplace. Thus, the organization strives even more to facilitate secure, protected, and inclusive

employee environments. However, [Luthans \(2002\)](#) implies generating positive thinking and excitement within the field of organizational behaviors, which stimulates employee growth, retention, and enhanced professional performance. The stimulation is facilitated with the help of positive psychology interventions or initiative that assists the organizations make better decisions, while accordingly planning their future organizational goals. These initiatives help the management train their employees to resist challenging environments at the workplace. Moreover, such challenging tasks induce zeal and motivation among employees to enhance their professional performance that proves their worth in the organization ([Salanova et al., 2013](#)).

To analyze an individual's stability and retention in an organization, it is essential to understand first, the characteristics and traits related to induce positive work environments. Employees, as such, are critically analyzed through three aspects that aid organizations in measuring their emotional psychology. Researchers have redirected their focus, attention, and scope to three major positive organizational psychology traits mentioned below.

Traits and Characteristics of Positive Organizational Psychology

1. **Psychological capital:** According to [Cameron and Spreitzer \(2012\)](#), psychological capital is a concept that comprises confidence, self-sufficiency, self-efficacy, optimism, hope, and resilience. Its aspect necessitates the efforts to succeed under challenging tasks that require a thorough induction of prior planning and cognitive mind mapping. Moreover, psychological capital helps the individual achieve self-defined and self-targeted goals while being optimistic and gaining fruitful results. This also makes them resilient and allows them to offer patience when dealing with negative behaviors in the workplace.
2. **Prosocial Motivation:** This refers to an individual's ability to help those in need. A person with such a mindset is bound

insurmountable positivity and employee support at the workplace. Thus, it becomes easier for employees to retain their positions and manifest a positive outlook on workplace environments ([Grant & Berg, 2012](#)).

3. **Positive Work-related Identity:** These factors engrave the investigation of traits, for instance, proactive personalities, self-evaluation, self-sufficiency at the workplace, orientation of set targets and goals, focusing on work-related regulatory bodies that focus on positive organizational behaviors, and lastly, offering gratitude and warmth to employs who support similar organizational motives. This trait also helps employees to develop positive work-related identities that nourish intrinsic personalities while inducing the ideology of self-evaluation and perceiving the labyrinth of individuality that dwells across the organization ([Wrzesniewski & Dutton, 2001](#)).

Theoretical Framework

As per the understanding of [Lenzenweger \(2004\)](#), "Positive psychology takes you through the countryside of pleasure and gratification, up into the high country of strength and virtue, and finally to the peaks of lasting fulfillment, meaning, and purpose." Under the context of statements and conceptions delivered by researchers and psychologists, the model framework of PERMA helps to provide proper inclinations of organizational behaviors and how should they be practiced in an employee's private or personal statutes.

The PERMA model is based on the concept of self-actualization, which highlights an individual's well-being and nourished characteristics. Abraham Maslow (1962) described the concept of well-being through the perception of the well-being theory. However, years later ([Lenzenweger, 2004](#)) studied this theory, in light of 'Positivity in life.' The direction shifted from understanding mental illness and pathology to what is good in life and how positively it can cater to personal or professional lives. The PERMA model constitutes five components that endorse

intrinsic motivation and contribute to an individual's well-being. These components are comprised of two behaviors: hedonic and eudaimonic (Feng et al., 2020).

Hedonic happiness is characterized by pleasure while deliberately avoiding pain. This concept is meant to be one of the primary motivators of positive human behaviors, where individuals are mentally and emotionally stable to counteract pain and displeasure. Under the context of organizational psychology, the concept of hedonism endorses an employee when challenged with a toxic work culture, but manages to become professionally productive and overachieve, despite having to engage with under-competent and ill-minded colleagues (Becker et al., 2019).

However, Ryan and Deci (2001) describe eudaimonic happiness as finding meaning and purpose in life. Eudaimonic happiness resonates through the pursuit of self-authenticity, where the meaning of life connects with breathing virtue, and growth. Employees witness eudaimonic happiness when appreciated for undertaking challenging tasks, whilst testing their threshold. The concept of eudaimonism dwells when an individual is self-motivated, yet self-assesses to mitigate negative characteristics that may hinder growth at personal and professional levels. Under the context of organizational psychology, this concept develops into active forms when the employees become self-motivated and self-sufficient, manages to understand their worth and need in the organization. Such employees foster a positive mindset at the workplace, that challenges other employees to adopt similar personalities. Employees fostering positivity also transform their interactive and engagement tone, when communicating with subordinates, clients, peers, or the organization's management (Salavera et al., 2020).

Research studies have shown an interest in the PERMA model, where the association of the model framework has shown positive intrusions of physical and mental health, intellectual and cognitive vitality, personal and professional satisfaction, and organizational commitment (Kern et al., 2014). However, this framework is

used as an indicator to predict psychological stress among professionals. Thus, the PERMA model framework is implemented in organizations to induce positive work cultures, and employee wellbeing, and hinder psychological distress among colleagues (Forgeard et al., 2011).

Moreover, the five components of the PERMA model are:

1. Positive Emotion
2. Engagement
3. Relationships
4. Meaning
5. Accomplishments

Implementing Positive Intervention Programs to Foster Positive Organizational Psychology

Positive psychology interventions are focused on building resources that prevent loss. These programs include activities that cultivate positive feelings and enhance employee behavior and intellectual cognition. Research highlights approaches that aid employees in fostering comfortable, inclusive environments at work. These approaches include various techniques, for instance, promoting optimism, hope, gratitude, resilience, professional assistance, kinship, kindness, and meditation. Overall, these psychological interventions effectively increase employee well-being, retention, and engagement (van Zyl & Rothmann, 2020). The positive intervention programs, when implemented at the workplace, mostly usurp the assistance of positive behavioral intervention and support framework. This framework is applicable under all instances and contexts that aim to foster positive organizational psychology. The interventional practices are evidence-based and interactive and act as significant drivers for positive behavioral intervention support programs. Furthermore, Kaplan et al. (2013) validate the fact that uncompromised quality in professional development is essential to implement the guidelines and initiatives of the positive behavioral intervention support framework. The initiatives of these frameworks are bound to prosper through improved behavioral outcomes. The techniques implemented through a positive intervention

program are a collection of strategic cognitive or behavioral activities that promote employee well-being, harness workplace happiness, personal/professional satisfaction, positive life approach, and have a meaning or purpose to life (Singha & Singha, 2024).

A Review of Previous Literature

Research studies have come across multiple instances of understanding human psychology under the context of organizational behaviors. Human behavior serves as a mirror of what and how it receives information. If employees are well respected and positively communicated with, then they tend to produce efficient working strategies for organizational planning. It is essentially critical to analyze employee behavior and the level of treatment received from organizations. These factors retain the survival of organizations in the growing, competitive market. Moreover, such behaviors also incorporate a sense of job security and satisfaction among employees that increases employee retention, productivity, and enhanced creativity. Researchers have noticed that companies struggle to thrive when employees are undervalued or under-acknowledged for their job performance and efficient working systems. Such behaviors foster bereavement and grief that hinder the employees' cognitive, emotional, psychological, and professional growth (Yang et al., 2023).

Research conducted by Kour et al. (2019) investigates the role of positive psychology in improving the performance of employees in the workplace. The pivotal role and factors needed to sustain policies related to positive psychology are needed to enhance the productivity of an organization and analyze its future growth. These factors have yet to be addressed under the influence of psychologists and how they perceive positive and negative organizational behaviors. This research develops a consensus of existing research literature that discusses the direct relationship between employee performance and engagement with organizational productivity. The research connects the relationship of research variables with traits, for instance, employee optimism,

well-being, and intrusive strength, and analyzes its impact on employee productivity (Conversano et al., 2010). Based on survey questionnaires and hypotheses, this research implored viable results, demonstrating the implementation of concepts related to positive organizational psychology. These concepts strengthen employee performance, engagement, and confidence in the workplace. Moreover, the results of this research suggest a favorable inclination for employee performance and organizational productivity under the existence of a positive relationship between organizational psychology and organizational behaviors.

To understand where positive organizational behaviors stem from, it is essential to draw an analysis of research that advocates the need for and meaning of a positive approach towards impactful behaviors. Luthans (2002) draws the attention of researchers to understand the field of organizational behavior and the essential components it needs to thrive. According to the research concept, this field is in dire need of proactive approaches that emphasize an employee's emotional and intellectual strength at the workplace rather than weaknesses that are usually ignored. This study helps researchers to take note of positive organizational behaviors and their strengths in order to develop positive psychology interventions or positive intervention programs that maximize their advantages to greater extents.

Moreover, confidence, hope, and resilience are some factors that are useful in implementing better working policies for organizational behaviors in the workplace. In conclusion, this research tends to find and make use of positive, optimistic thinking that stimulates further exploration of the theoretical concepts of positive organizational psychology (Luthans et al., 2010).

Donaldson and Ko (2010) inquire into various areas of research literature and scholarly concepts to build inferences and theories related to positive organizational psychology. This research examines previous research published between 2001-2009 that draws suggestions for implementing work culture positivity in the workplace. Reviewing the current state of the

research subject, the researchers have managed to seek and discover the growth pattern, current trend, implementation strategy, and prevalent, undiscovered productivity factors of an organization through the lens of organizational behavior, scholarship, and psychology. This research further analyzed the conceptual standing behind empirical researchers and evidence related to an organization's positivity, strengths, limitations, and implications. These factors correspond to building concrete evidence to shape the infrastructure of future organizations, improving their position in the market, and making practical contributions for employees, where the sustenance of positive behaviors is prioritized and practiced (Donaldson & Ko, 2010).

Negative behaviors at the workplace induce professional bereavement of employees, which, quite literally, damages their well-being, productivity, and creativity. In the current generation, most organizations are seen micromanaging employees, which disrupts their sense of intellectual understanding and working capability. Thus, it was needed to develop scales that manifest the existence of such toxic cultures, along with implying the consequences related to such behaviors. Chen and Chow (2021) assess the factors of professional bereavement through a professional bereavement scale.

The experiences and incidences of professional bereavement among employees enthralled the researchers of this study to incorporate an online cross-sectional survey of five hundred and three physicians from urban hospitals in China. The items of the questionnaire consisted of item consistency analysis, component factor, exploratory factor, and confirmatory factor to analyze, develop, and validate the professional bereavement scale. Moreover, a 15-item and 17-item subscale was developed, including four and five factors, respectively. The research shows that the subscales endured sufficient validity on content, construct, and criteria that showed satisfactory internal consistency, along with split-half reliability. Hence, the development of the professional bereavement scale ensures the

existence of professional bereavement experiences, explained under the context of professional and personal dimensions. Moreover, this scale helps distinguish professional bereavement from global and event-specific perspectives, which may help future researchers to incorporate this as a tool to strategize and plan policies on positive organizational psychology alongside mitigating an employee's professional bereavement at the workplace.

Over the past few decades, researchers have assessed the significant growth of positive organizational psychology in the workplace. They have managed to analyze the level of employee performance and organizational productivity. However, with the existence of newer and better-facilitated research, the concept of engraving the concept of employee psychology and organizational stability has entirely changed (van Zyl et al., 2023). This research develops a newer, innovative concept of positive organizational psychology 2.0 that relies based on evidence and data-driven inferences in assistance with technological advancements. This concept breathes through human-centric technical designs, thus assisting the researchers in analyzing and enhancing the efficacy of positive behaviors in the employees and the organization. Moreover, with the use of human-interactive algorithms, these concepts help optimize the physiological behavior, well-being, and performance of individuals at both personal and professional levels. However, this research seeks to understand challenges related to employee motivation at the workplace and how they can be analyzed and upgraded on a global level, where it seeks to collectively change the perspective of employees and organizations over inducing positive organizational psychology under various contexts.

Drønnen (2022) explores and develops an overview of positive organizational psychology and how it is perceived in various contexts and fields. Following the research context, organizational psychology ensures the creation of a positive work culture and a healthy environment at the workplace. Moreover, this concept highlights the consequences of inducing

positive changes in the workplace that also benefit the organization in terms of finances, market performance, and business values. This research discusses factors related to organizational traits, including positive work-related identity, pro-social motivation, and psychological capital. It introduces terms, mainly under the context of positive organizational psychology, such as joyous emotion that mimics emotional contagion among employees, leading to the transfer of emotions from one person to another. Moreover, positive behaviors help individuals or colleagues to adopt similar thinking strategies. This behavior may be well explained by understanding the concept of job crafting that induces positive changes in an individual's cognition, thus helping to make the job fit the needs of another employee or individual. This research also introduces specific terminologies used under the context of positive organizational psychology, for instance, "flow at work," and "work engagement" that are intrinsically connected to an employee's job satisfaction. This research helps narrate a broader perspective of the notion as a means for future researchers, exploring the implication of the subject matter and developing valuable strategies to upgrade the psychological standing of employees, along with enhancing their professional position at the workplace.

Researchers have conducted conceptual reviews to understand the nature of implementing positive organizational psychology at work and what must be done under this context to enhance employee retention, engagement, professional performance, intrinsic motivation, and cognitive and emotional intellectuality (Mills et al., 2013). However, the researchers have found a considerably depreciative number of researchers that comprehend a practice-based overview of an increasing trend related to positive organizational psychology. To explore the concept related to the subject matter at hand, this research provides an overview of the current trends related to organizational behaviors that intercept with factors, for instance, resilience, appreciation, professional empowerment, employee gratitude, work engagement,

supervisory intellect, support of organizational management, intellect of teamwork, and leadership positivity (Singha, 2024).

However, this research was synthesized to understand the nature of the construct, the employee network, and the level of intellect between the employee and the organization. Developing conceptual analysis on these factors helps researchers and organizations to enhance organizational success and improve employee experience at the workplace. This research recommends that future researchers and organizational management oversee and negotiate a rigorous intellect of positive environment at the workplace that enhances the frequency and efficacy of interventions between employees and organizations. Thus, it will help the employees to retain and improve their careers, along with improving their worth at the workplace.

Yet, the principles of utilizing positive psychology help to cultivate an organizational climate that is favorable to the employees. These climates, however, enhance and promote the long-term success of employees. Research studies discuss substantial evidence on elements, theories, perceptions, and pragmatics that interdepend on organizational leadership, its practical and transparent communication of the employees and the organization, and acknowledging employee strengths and weaknesses. Thoroughly examining fundamental elements, pivotal theories, and pragmatic approaches underscores the interdependence of constructive leadership, transparent communication, and acknowledgment of strengths (Singha, 2024; Awa et al., 2010).

Meyers, Woerkom, and Bakker (2013) investigate the implementation of concepts related to positive psychology. These concepts are tested through the positive behavioral intervention support framework that optimizes workplace environments, as well as to examine the effectiveness of policy-led conditions necessary for the success of the initiative. This study explores the use of positive psychology in workplace settings to improve employee well-being and resiliency. It uses a descriptive research design to investigate three

organizational settings at different stages of applying positive psychology concepts and practices. The study uses case studies to gather stakeholder perspectives and experiences. An Appreciative Inquiry approach is used to identify strengths, promising practices, and potential innovations in positive psychology. The study provides insights into practical methods for applying positive psychology concepts and practices in workplace contexts. It identifies six common elements across case study sites and proposes two models: one outlines three pillars for preparing for positive workplace practices implementation, and another describes cyclical stages of development or change for continuous improvement and optimization.

Methodology

This research employs a systematic and interactive literature review that examines studies, research reviews, and empirical research on the behavior of employees within the organization that contributes to the development of favorable, supportive environments. It fills the prevailing literature gap by presenting specific data on variables that point to techniques for mitigating the effects of using positive psychological intervention programs. Through assignments, exercises, and interactive sessions, these programs plan positive employee behaviors that serve as catalysts for employee development and, as a result, mitigate professional bereavement. The methodology encompassed several vital stages, beginning with an extensive literature review to establish a foundational understanding of the subject matter.

The research incorporated the use of academic databases to develop a research database on the research subject. The researcher facilitated the study by analyzing research papers based on specific and selective keywords. Terminologies, for instance, “Employee Behavioral Psychology,” “Positive Organizational Mindset,” “Positive Workplace Environment,” “Fostering Positive Employee Behavior,” “Positive Intervention Programs,” “Positive Psychological Intervention Programs,” and “Positive Behavioral Intervention Support Framework.” The researcher used articles,

reports, research papers, industry reports, and regulatory documentation that served as primary sources for research intervention.

Ethical considerations were closely monitored during the study process to protect intellectual property rights and maintain academic integrity. Ethics were followed when doing the research, and sources were duly acknowledged and cited. It is crucial to recognize some inherent limitations in the methodology, such as the use of secondary data sources and the possibility of biases in the self-reported information obtained from interviews and surveys. A variety of credible sources were consulted, data from various techniques was triangulated, and recent papers and data were the main focus to lessen these constraints. Finally, by focusing on the efficacy of positive intervention programs, the systematic methodology used in this study offered an organized way to investigate the field of positive organizational psychology.

Results and Discussion

To understand the working strategy of positive intervention programs, researchers have taken inferences from using the positive behavioral intervention support framework, to develop initiatives for enhanced positive psychology in organizations (Lloyd et al., 2023). However, below mentioned initiatives help the organizations to reinforce positive employee behavior in the workplace, which include:

1. Timely routines for employees to avoid burnout.
2. Systematic breaks between work hours
3. Proximal closeness and engagement of employees and the organization.
4. Highlighting the discrepancy between employees in private
5. Redirecting individual tasks and projects to analyze if the employee works better as an independent body or through teamwork.
6. Positive phrasing and acknowledgments
7. Behavior statements
8. Tangible Reinforcements.

LaMontagne et al. (2014) explores various mental health issues faced by employees at workplace. However, some organizational

interventions can help employees combat such issues and instill professionalism. Interventions to treat these problems have developed independently along three primary disciplinary traditions: public health, psychology, and medicine. These three strands must be combined to best prevent mental health issues in working populations. Workplace mental health interventions should address mental health issues regardless of their underlying causes, safeguard mental health by lowering risk factors connected to the workplace, and promote mental health by fostering positive parts of work and worker strengths. The assets of public health, psychology, and medicine are combined in an integrated approach to workplace mental health, which enables the best possible prevention and management of mental health issues in the workplace.

Dubreuil et al (2016) developed a strengths-based workplace intervention program that was implemented on 78 participants in a physical re-adaptation center as part of the research. Post-training, the researchers found a significant rise in strength utilization and overall well-being. However, no discernible change was seen in work performance, harmonious passion, vitality, or focus. Those who reported a strong increase in using their abilities also demonstrated significant improvements in harmonious passion and work performance. This research focused to implement theoretical and practical ramifications of the interventions, which helped in analyze individual work strength of the employees.

Michel et al., (2021) imply that positive psychology is used in corporate settings to encourage happier, healthier workers. A three-week online intervention that combined mindfulness and positive activities was created, and a randomized-controlled group design was used to assess its effectiveness (Ouweneel et al., 2013). The intervention was found to improve work engagement, hope, and sleep quality and lessen weariness. It was based on the broaden-and-build theory, mindfulness, and positive-activity models. The study has applications for corporate health management and human resource departments (Donaldson et al., 2019).

Moreover, positive organizational

psychology has helped to induce green behavior among employees that is strongly influenced by positive characteristics, such as good effect and personal values, according to research on the subject. Research on the relationship between employee green behavior and positive organizational psychology is, nevertheless, scarce. In this document, 94 articles that look into positive determinants of employee green behavior are presented in a systematic review of the literature (Meyers & Rutjens, 2022). The results are then utilized to address theoretical and methodological recommendations for future study at the nexus of employee green behavior and positive organizational psychology, as well as to identify gaps and provide specific recommendations.

Research studies endorse that positive psychology encourages better attitudes, job satisfaction, and a happier workplace/ Meaningful work promotes higher well-being, satisfaction, reduced stress, and work-family conflict. These benefits encourage workers to put in more effort, perform better, work more effectively, be team players, and be productive in general. Hostile working environments, on the other hand, can have the opposite effect, resulting in poor work performance, decreased productivity, conflicts, stress at work, discontent at work, a toxic atmosphere, a high turnover rate, and significant revenue loss for the organization. The proactive field of positive psychology strives to cultivate and sustain happy feelings and an optimistic outlook.

Positive psychology can be incorporated into daily work practices to promote lower stress, fewer insomniac nights, and higher levels of creativity and productivity (Meyers & Rutjens, 2022). As a result, there may be a drop in absences and tardiness, which would increase income and minimize loss for the organization. The application of positive psychology techniques lowers the likelihood of heart problems, diabetes, stroke, high blood pressure, and compromised immune systems, all risk factors linked to stress. Studies have indicated that individuals who lead happier lives often outlive those who lead unhappy lives by an estimated ten years.

A happier, healthier workforce benefits employer by decreasing tardiness and absenteeism and raising overall productivity. But when new recruits lack experience and knowledge, productivity declines, which irritates managers, coworkers, trainees, and trainers. Furthermore, until open jobs are filled and new hires have sufficient training, incumbent employees may be subjected to heavier workloads, which could cause burnout in the existing workers. In conclusion, positive psychology is a proactive strategy for raising employee motivation, output, and performance at work, which will ultimately result in more customer satisfaction and lower revenue loss.

Conclusion

Positive organizational psychology has the potential to foster a positive work culture in small and large-scale organizations and self-owned businesses. However, work-life balance plays a crucial role in maintaining this balance. This research aims to identify factors that exacerbate adverse workplace environments and develop strategies for fostering positive environments through positive intervention programs. The study focuses on factors that enhance employees' emotional intelligence and stability in the workplace. It uses a systematic and interactive literature review to discuss existing research on employee organization behavior and cheerful mindsets. The research identifies gaps in the literature and suggests mitigation strategies through positive psychological intervention programs. These programs encourage positive employee behaviors through tasks, activities, and interactive sessions, promoting employee growth and preventing professional bereavement. Employee-centered policies that replenish psychological interventions at the workplace are needed to create provocative, present-minded individuals who focus on delivering positive behavioral attitudes.

Recommendations

1. To guarantee a successful implementation, employers and employees should approach

workplace positivity and let go of any misgivings or preconceived preconceptions.

2. A happier, healthier, productive, and long-lasting workforce is produced by this strategy of positive intervention program. Instead of taking a "top-down" strategy, employers should embrace open communication and surveys to increase employee well-being and work satisfaction.

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