

Abstract

The thesis attempts to understand the nature and significance of positive emotions in work settings by examining its antecedents and consequences. The study was conducted in an exploratory framework using survey research to examine the strength of association between positive individual emotions and the antecedents of emotions, namely individual level factors (social relations, role characteristics), group level factors (leadership, group emotions), and organizational level factors (HRM practices, organizational culture). The study also examined the consequences of positive emotions on job satisfaction, stress, work motivation, and individual performance. In addition, the mediating role of emotions between the antecedent and consequence variables was also examined. The results suggested that social relations did not significantly predict individual emotions. Role conflict, role ambiguity and transformational leadership significantly, but negatively predicted emotions. Positive group emotions significantly predicted individual emotions. From the dimensions of HRM practices, training significantly but negatively predicted emotions. Participation did not significantly predict emotions. Employment security and job descriptions significantly predicted emotions. Organizational culture did not significantly predict emotions. The findings showed that emotions significantly predicted job satisfaction, work motivation and individual performance, but negatively predicted stress. The study provides support for the Affective events theory and further suggests that taking a positive emotions' perspective of organizational behavior can help leaders achieve positive outcomes.

Keywords: Emotions, Social relations, HRM practices, Organizational culture, Job satisfaction