How is effective is positive thinking in the workplace

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Having a positive thinking in the workplace is one of the most important aspect for the success of the organization. This is because positive thinking promotes good relationships between workers and eliminates cases of dissatisfaction. Furthermore a worker who has positive thinking in the workplace usually has more friends. Studies show that people with positive thinking do not waste time and dedicate their energy on positive activities. Positive thinking promotes a positive work attitude (Appelbaum & Murname, 2005). The importance studying this topic is to provide workers with the basic elements that they should entail in their professions. This is because negative thinking dismantle team work and cripple the productivity of workers, which builds the big variation between winners and losers. Besides, negative thinking in the workplace has been involved with poor mental among workers. Workers with positive thinking are always able to cope up with stressful situations in the workplace. Furthermore, it is noted that positive attitude towards work tend to be motivated and as a result lowering the motivation of their fellow staff members, which is quite evident among the role model in any organization.

Several things are said to be correlated with positive thinking in the workplace. Some examples include, motivation, teamwork, employee engagement, success and productivity. (Spreitzer & Soneshein, 2004, Spreitzer & Sonshen, 2003, Robinson, 2003, Cameron et al., 2005). It is hypothesized that a higher positive thinking will enhance a higher productivity in every organization and enhance good relationship between workers. The following five research studies support this hypothesis.

In a research article by Mount (2002) the question of how positive thinking correlates to job satisfaction was addressed. It was hypothesized that positive thinking, enhance worker satisfaction in their workplace. The sample of the research consisted of 1000 random workers, but through screening steps and to have the significance to have about the same number in all categories of the composition, the sample was reduced to 30 who were in the workplace. The results of this study supported the thesis that positive thinking enhance job satisfaction. The current research were that 80% of workers satisfaction is related to positive thinking.

Next, the topic of positive thought in relation to workplace is addressed according to workers engagement. In a research by Sandeep Kular (2007), the question of how positive thinking leads to workers engagement was addressed. The research focused on workers engagement in the workplace. A sample of 188 was used in the study aged between 25-40 years. The outcomes of the research showed a connection between the way workers engagement and the performance of the organization. The current research indicates that engaged workers has positive thinking in their workplace and have been found to outperform their disengaged colleagues (Ford, 2005). Moreover, the research indicated that there are less engaged workers than disengaged workers in most organizations today.

The topic of positive thinking in relation to the workplace is also addressed by testing the nature of the workplace. In a research conducted by Holland (2009), it was hypothesized that the nature of the workplace is affected by positive thinking of workers. A sample of 160 workers was used and test submitted to them. The results of the study showed that the nature of the workplace is affected by positive thinking, social relations and trust. This supported the predictions made by the author.

The topic of positive thinking in relation to the workplace is addressed using deviant behavior in the workplace as a result of lack of positive thoughts and its effects on business. In a study by Appelbaum et al.,(2005) the question of deviant thinking was addressed in this research in connection to the main topic of positive thinking. A sample of 150 workers was used and evaluated. The results of this findings indicated that negative deviant behavior in the workplace was as a result of lack of positive thinking. The outcomes provide conclusions to the significant questions in the research.

The topic of positive thinking in relation to the workplace is addressed in connection to the factors of positive thinking. In a research by Changing Nature of Leadership, data from 6731 workers from 40 countries were analyzed (Bruce, 2006). The findings of the study empathy as factor of positive thinking is positively associated to job performance

Combining all the outcome, the positive thinking plays a significant role in the workplace. From these literature reviews it can be assumed that positive thinking in the workplace influence future performance of the organization. However, more studies should be carried out to understand the exact effective of positive thinking over several years of the operation of the business. Also, leaders or managers of business who plays a key role in the workers performance should be incorporated in the study. This is because positive work attitude comes with self motivation among the all workers including the leaders, which shows that workers or leaders who do not have positive attitude towards work tend not to be motivated and as a result lowering the motivation of their fellow workers. This would aid in the testimony reliability and better assessment of the severity of positive thinking.

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