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The Impact of Positive Psychology on Change Readiness in Organization Development

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Abstract

Changes are imperative to organizations in today's competitive and fast moving society. Organization development focuses on successful change strategies. The readiness level may affect employee change perception and behavior to allow for positive outcomes. The purpose of this research is to examine how various concepts of positive psychology such as the resources of psychological capital (PsyCap) impact employee readiness for change and how practitioners of organization development can benefit from the use of positive psychology in organizational change. Findings indicate that resources of psychological capital (PsyCap) such as hope, efficacy, resilience, and optimism positively influence change readiness and demonstrate positive change strategy for organizational change.

Introduction

Positive Psychology

- Scientific study of how individual strengths encourage well-being and meaningful outcomes.

Psychological Capital

- Consists of individual characteristics such as: hope, optimism, efficacy, and resilience.

Change Readiness

- Commitment to change implementation focusing on benefits of individual and organization

Organization Development

- An effort that includes increased organization effectiveness through planned interventions.

Results

Indications of impact

- Psychological capital (PsyCap), which draws from positive psychology, supports positive organizational behavior in organization development.
- Relationship observed between resources (hope, efficacy, resilience, and optimism) of psychological capital (PsyCap) and readiness for change.
- Increase of psychological capital (PsyCap) in change interventions positively impacts performance, behaviors, attitudes, and well-being.

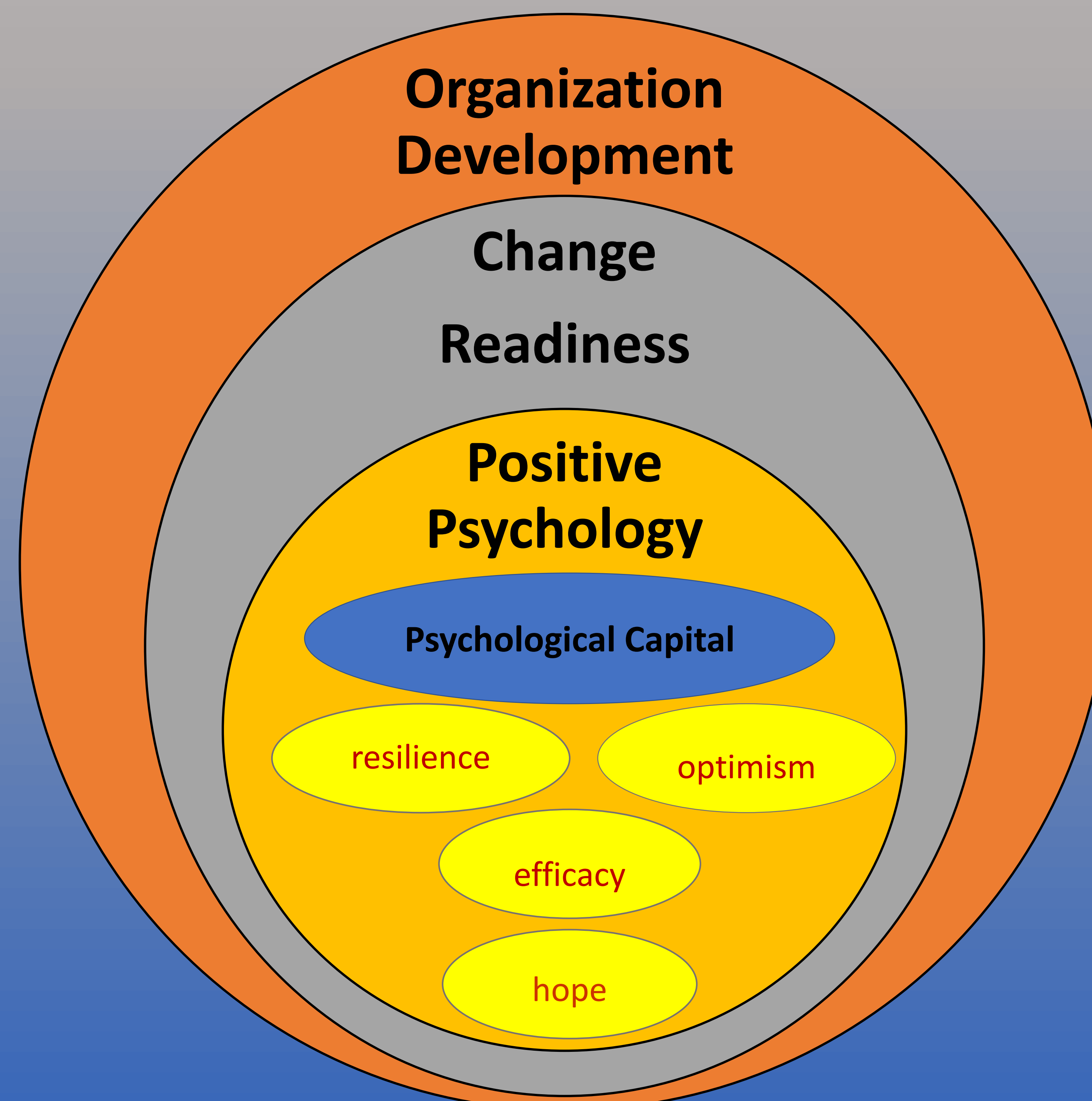
Methods

Literature Search

- Use of multiple databases: Human Resource Abstracts, Business Source Complete, PsycINFO, and Google Scholar.
- Keywords included: organization development, change readiness, positive psychology, psychological capital (PsyCap)
- Completion of the literature search identified an overall combination of twelve qualitative and quantitative articles within the last ten years as relevant to this research.
- Analysis of each article established concrete information linking positive psychology as an impact to change readiness in organization development.

Inclusion Criteria and Coding

- Individual articles coded for relevant definitions, success of positive psychology on change readiness, and variables identified as contributing to success in change readiness.
- Articles included had to define the following: organization development, change readiness, positive psychology, and psychological capital (PsyCap).



Discussion

- Change in organizations is imperative to their success because of technologies, customer and investor demand, and life cycle changes.
- Organization development focuses on change and aims at developing interventions that enhance the functionality of organizations.
- In the past, research and organization development practitioners have concentrated on resistance to change in organizations.
- In more recent years, attention has been given to the concept of change readiness. Although this conception is still in its infancy, research has found readiness for change to display positive outcomes.
- Conclusions based on research imply that change readiness is supported by positive psychology in the observation of elements of psychological capital (PsyCap) such as: hope, optimism, efficacy, and resilience.
- Further research on this topic may provide more evidence in consideration of positive psychology.
- Therefore, the success of future change interventions in organization development favor consideration of positive psychology.