4th Internacional Conference in Human Resource Management

Call for Papers - HRM leading the way to workplace happiness

Dear Colleagues,

Organizational research on happiness follows Positive Psychology as a theoretical support. It addresses emotions and meaningful experiences at work (Gavin and Mason, 2004). Workplace happiness relates to the feelings of satisfaction, organizational commitment, and engagement (Salas-Vallina and Alegre, 2021). As a result, cooperation, organizational commitment (Zipperer and Wu, 2016) and higher satisfaction increase happiness and reduce workplace violence and turnover (Leal et al., 2018). Therefore, workplace happiness and wellbeing are related to individual attitudes, behavior change, goal attainment, satisfaction, and purpose (Kawalya et al., 2019). However, some organizational phenomena may generate workplace unhappiness. Evidence shows that competition stressors (Vesperi et al., 2020) lead to burnout and emotional exhaustion (Rathert et al, 2022) preventing workplace happiness. Recent literature (Gray et al., 2019; Lee et al., 2020) draw our attention to reintroduce workplace happiness and wellbeing into the research agenda. Workplace happiness describes the experience of passionate employees who are enthusiastic and feel committed to their work, find meaningful purpose in their jobs, and have good relationships at their workplace (Kun & Gadanecz, 2022). Most studies have examined the influence of objective variables over workplace happiness, nevertheless we consider subjective origins should also be explored.

With this special issue we want to understand ways to improve workplace happiness.

This Call for Papers invites researchers, regardless of methodological, ontological or philosophical options, to contribute to the debate on the implications of HRM to workplace happiness. Research that advocates an optimistic position, as well as others that do not, are welcome. Theoretically well-founded work and rigorous methodological analysis are required in order to make a solid contribution to the debate. Empirical original research articles and literature reviews are welcome.

Workplace happiness should be a priority for HRM.

Keywords

Careers and Diversity Management
Change Management
Ethics and Work-life Balance
HRM Digital Challenges
Knowledge Management

Leadership and Communication
Organizational Behaviour
Performance and Appraial
Skills Management and Talents' Attraction
Workplace happiness

We look forward to receiving your submissions.

Let us all make the difference.

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