

Joyful Work: A Review of The Role of Positive Affect in Job Attitudes Research

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ABSTRACT

A review of the organizational psychology literature suggests that researchers have examined at least five job attitudes, namely job satisfaction, job involvement, organizational commitment, work engagement, and passion, as antecedents of workplace effectiveness. Yet, there is no theoretical work that links these job attitudes to explain why some more strongly and consistently predict desirable organizational outcomes than others. The current review aims to address this gap, proposing that the differential effects of these five job attitudes is attributed to the intensity and frequency in which positive affect constitutes one's job attitude. We review job attitudes literature revolving around positive affect using the Broaden-and-Build Theory, effectively merging the psychological literature with extant organizational research on job attitudes. We then generate propositions from this review.

Keywords: Job attitudes, Broaden-and-Build theory, positive affect, organizational behavior, organizational outcomes

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