

Chapter 10

Antecedents and Outcomes of Positive Social Psychology on Millennial Leader Behavior: A Review of Literature

Nandini M.H.

REVA Business School, REVA University, India

Shakti Chaturvedi

 <https://orcid.org/0000-0001-5680-4727>

REVA Business School, REVA University, India

ABSTRACT

This chapter will systematically review the effects of positive social psychology interventions applied through organizational context on the wellbeing and performance of millennial leaders. This literature study envelopes the independent variables, dependent variables, outcomes, the contexts of positive social psychology, and types of studies performed on positive social psychology systems concerning the millennial leaders in the organizations. Consequent evaluations of these learnings have uncovered that the positive social psychology intrusions appear to be a promising instrument for improving millennial leaders' performance and wellbeing. However, research investigating happiness in the workplace among a sample of millennial leaders has been minimal to none. Thus, it is essential to explore the motivation for millennial leaders and how it contributes to their happiness. Repercussions of these findings for both theory and practice and recommendations for further research in positive social psychology interventions within institutions are being discussed.

DOI: 10.4018/978-1-6684-4711-6.ch010

INTRODUCTION

In the modern era, people worldwide have been watching the ascent of positive social psychology, which is well-defined to be practiced, and the science of enhancing welfare (Lomas et.al., 2015). In earlier days, Psychology skills, its learning, and implementation of positive social psychology stood assumed as unfavorable as per our society and the organizations, but in recent days significance of Psychology has progressed from not just concentrating on the negative aspects of humans but also the positive and constructive aspects of Human, society, and organizations (Schneider et.al.,2005). Positive social psychology research highlights the need to investigate the processes and circumstances that may lead to beneficial outcomes (Abbasi et al., 2020). Work environment characteristics, which influence intellectual development, play an influential role in improving the impact of HPWS on results instead of concentrating on flaws and glitches. Positive social Psychology is defined as positive intellectual strength and optimum modification to living. Compared to clinical psychology or abnormal psychology, we may consider social psychology the most balanced term for the study of individual nature (Schneider et.al., 2005). Positive employee behavior similarly recognizes several positive theories learned during years like positive reinforcement, positive affectivity (PA), procedural justice, dedication and work satisfaction, citizenship behavior and prosocial, core self-evaluations, and many more. In lieu, positive psychology combined with social psychology is currently applicable to the workplace as Positive social psychology (Youssef & Luthans, 2007). Several psychologists have recently started exploring the link between human wellbeing and social psychology concepts. It's understood from the latest research that positive social psychology is the concoction of positive thinking in addition to social psychology (Schneider et.al.,2005). The combination of social psychology and positive psychology will assist in attaining the improved social consciousness, sense of maturity, fulfillment, discipline, and positivity in work and personnel life. (Schneider et.al., 2005). Mihaly Csikszentmihalyi and Martin Seligman are critical specialists in the discipline of positive social psychology. Also, they defend that PSP would help achieve efficient mediations and technical insight to establish flourishing in organizations, people, families, and societies.

PSP is usually referred to have three different levels which are (Group level, society level, and individual level). Martin Seligman coined a PERMA model to determine well and characterize welfare; PERMA has the five components of wellbeing: Positive feelings, Engagement, Relationship, Meaning, Accomplishments (Seligman & Csikszentmihalyi, 2000).

American psychology experts have recently dedicated their millennial problem to new science and the innovation of affirmative psychology, positive personality, and positive organizations (Seligman & Csikszentmihalyi, 2000). Early personifications

25 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: www.igi-global.com/chapter/antecedents-and-outcomes-of-positive-social-psychology-on-millennial-leader-behavior/331825

Related Content

Managerialism and Leadership

Thomas Klikauer (2023). *Global Leadership Perspectives on Industry, Society, and Government in an Era of Uncertainty* (pp. 1-18).

www.irma-international.org/chapter/managerialism-and-leadership/324667

Introducing iPads into Primary Mathematics Classrooms: Teachers' Experiences and Pedagogies

Catherine Attard (2017). *Educational Leadership and Administration: Concepts, Methodologies, Tools, and Applications* (pp. 660-680).

www.irma-international.org/chapter/introducing-ipads-into-primary-mathematics-classrooms/169031

From Followers to Leaders: Building First-Time Leaders Through Transformational Leadership and Lifelong Learning

Leodis Scott, Joanne E. Howard, Diane M. Howard and Angela C. Freeman (2021). *Handbook of Research on Innate Leadership Characteristics and Examinations of Successful First-Time Leaders* (pp. 1-13).

www.irma-international.org/chapter/from-followers-to-leaders/271339

Corporate Female Leadership Effects Considering PSI20 and IBEX35 Companies' Performance

Mara Madaleno, Elisabete S. Vieira and João P. C. Teodósio (2021). *Research Anthology on Challenges for Women in Leadership Roles* (pp. 711-731).

www.irma-international.org/chapter/corporate-female-leadership-effects-considering-psi20-and-ibex35-companies-performance/278680

Value Network View on Digital Marketplace

Mohammad Nabil Almunawar, Muhammad Anshari and Syamimi Ariff Lim (2021). *Encyclopedia of Organizational Knowledge, Administration, and Technology* (pp. 1328-1339).

www.irma-international.org/chapter/value-network-view-on-digital-marketplace/263619