

1. Record Nr.	UNISA996517768103316
Autore	Peng Kelly Z
Titolo	Emotion and Proactivity at Work : Prospects and Dialogues
Pubbl/distr/stampa	Bristol, : Bristol University Press, 2021 Bristol : , : Bristol University Press, , 2021 ©2021
ISBN	1-5292-1265-0
Edizione	[1st ed.]
Descrizione fisica	1 online resource (1 online resource 350 p.)
Altri autori (Persone)	WuChia-Huei
Soggetti	Emotions Employee motivation Psychology, Industrial Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Effects of work versus non-work events on affect, motivation, and proactive behaviour. Description based upon print version of record.
Nota di contenuto	Vigour and the energized-to pathway -- Dedication and the reason-to pathway -- Absorption and the can-do pathway -- Linking work engagement to proactivity -- Conclusion -- Implications and future directions -- Summary -- References -- Part II The Role of Emotion in Shaping Proactivity in Different Contexts -- 3 A Multilevel Model of Emotions and Proactive Behaviour -- The Five-Level Model of Emotions in the Workplace -- Level 1: Within person -- Level 2: Between-persons -- Level 3: Interpersonal relationships -- Level 4: Groups and teams -- Level 5: The organization as a whole A conceptual focus on core affect -- The role of positive emotional states -- The role of negative emotional states -- The role of work engagement -- Limitations of current conceptualizations of energized-to proactive motivation -- Ways forward: Clarifying the energized-to pathway -- Focusing on discrete emotions -- How: Identifying different effects on the form or stage of proactivity -- When: Focusing on contingent factors linking negative emotions to proactivity -- Clarifying how work engagement shapes proactivity -- Engagement as more than

an energized-to state

Qualitative-based review on highly relevant and frequently cited papers -- Theoretical lenses in the affect-proactivity link -- Positive and negative affect and proactivity -- Proactive work behaviours -- Proactive personal-environment fit behaviours -- Discrete emotions and proactivity -- Proactive work behaviour -- The emotional consequences of proactivity -- Emotional regulation and proactivity -- A short outlook -- Conclusion -- Future research -- Notes -- References -- 2 Igniting Initiative -- Current conceptualizations of energized-to proactive motivation -- Defining affect
Front Cover -- Emotion and Proactivity at Work: Prospects and Dialogues -- Copyright information -- Table of contents -- List of Figures and Tables -- Notes on Contributors -- Acknowledgments -- Foreword -- Emotion and Proactivity at Work: Where Are We Now? -- Part I Emotion and Proactivity -- Why and How It Matters -- 1 Feeling Energized to Become Proactive -- A quantitative-based review of the affect-proactivity link -- Sample and procedure -- Affect-proactive work behaviour link -- Affect-proactive person-environment fit behaviour link

Sommario/riassunto

In this pioneering work, expert scholars offer new thinking on proactivity by examining how emotion can drive employees' proactivity in the workplace and how, in turn, that proactivity can shape one's emotional experiences.

Of the five levels -- A multilevel model of emotions and proactivity -- The dynamic nature of the FLMEW -- The interactive nature of the FLMEW -- Future research -- Conclusion -- References -- 4 Affective Events and Proactivity -- Affective events theory -- Affective events and proactive behaviour: overview of previous research -- Effects of Positive Versus Negative Work Events on Affect, Motivation, and Proactive Behaviour -- Effects of task versus interpersonal work events on affect, motivation, and proactive behaviour.
