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**Positive Organisational
Psychology 2.0**

Embracing the Technological
Revolution

1



State of the Art

2



Positive Org Psych 2.0

3



Challenges and Opportunities

4



Future Perspectives



State of the Art

Positive Organizational Psychology



Positive organizational psychology is a scientific field of inquiry investigating the positive outcomes, positive processes, and positive attributes of organisations and their members as a means to improve the effectiveness and quality of organisational life.

Donaldson & Ko (2010)

Approaches to POP



Positive Org Behavior

Focus on Strengths and Positive Capacities



Luthans (2002)



Positive Org Scholarship







Understanding the drivers of POB



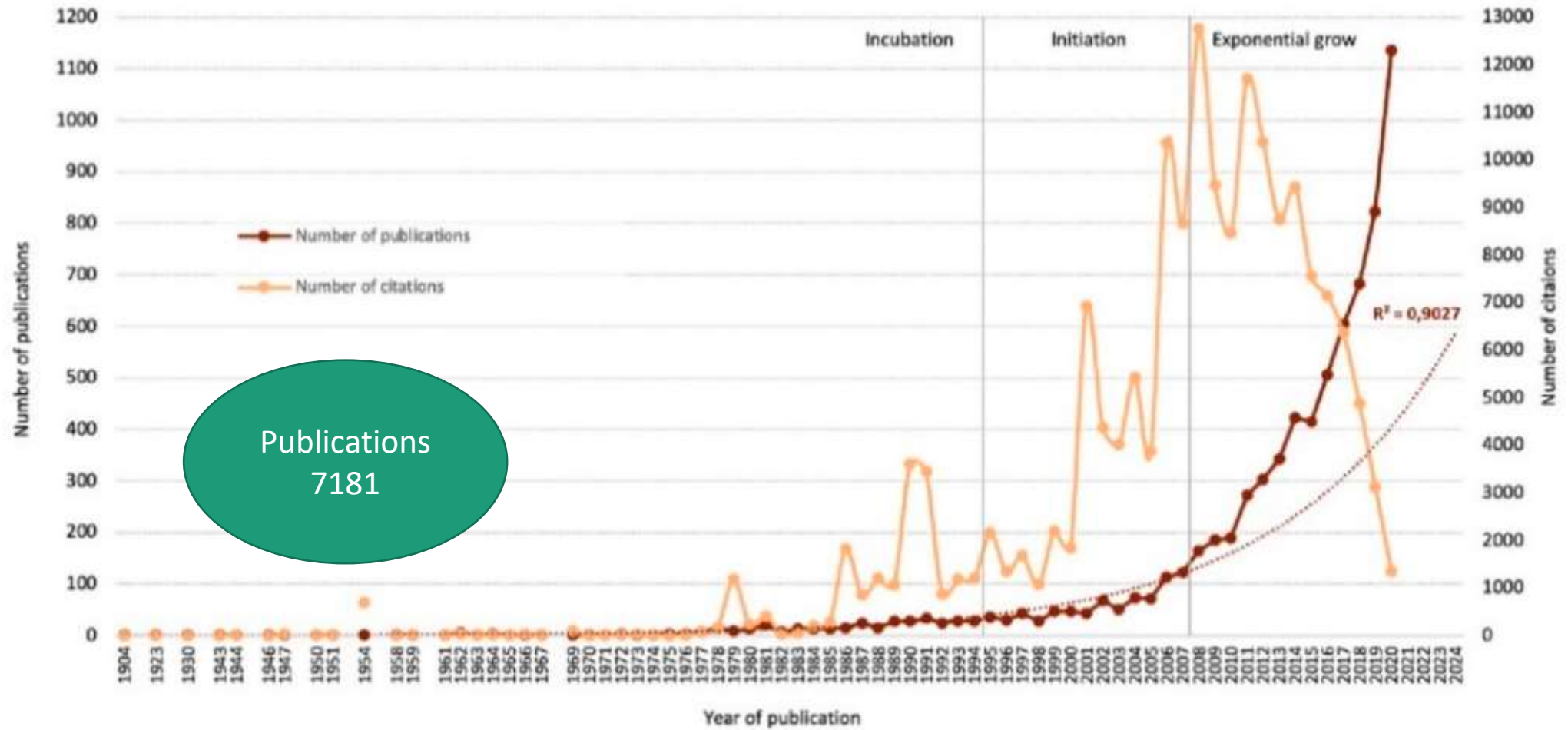
Cameron et al. (2003)

Characteristics of POP



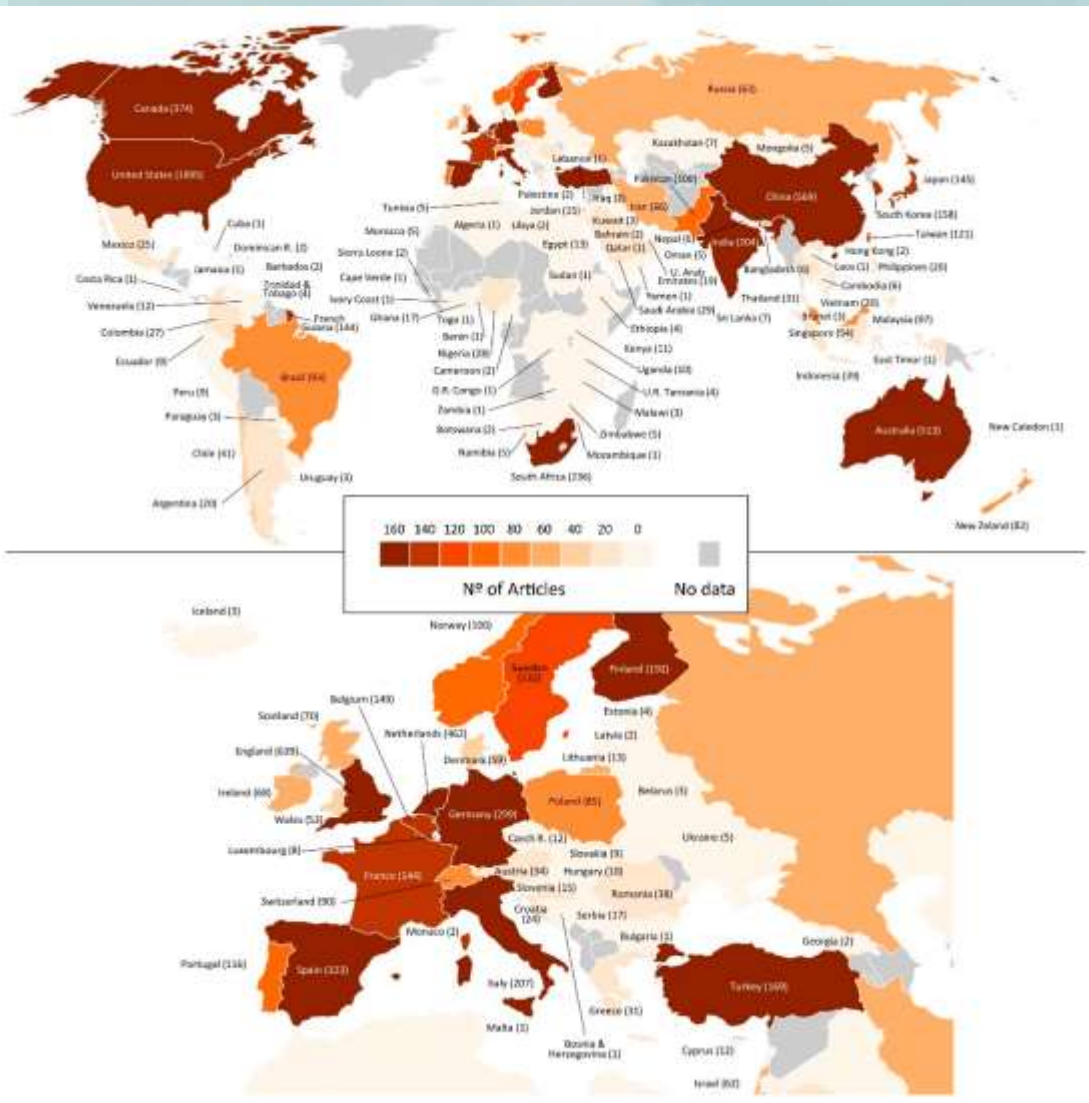
-  Positive Subjective Experiences
-  Positive characteristics (states/traits/behaviours)
-  Optimal Functioning of Individuals / Groups
-  Management of Psychosocial Wellbeing
-  Health Organisational Development
-  Measure, Interpret, Strategize and Intervene

Rapid Rise in Positive Org Research



Publications
7181

Ranking of Contributors



1



1895 publications

2



639 publications

3



569 publications

4



513 publications

5



462 publications

6



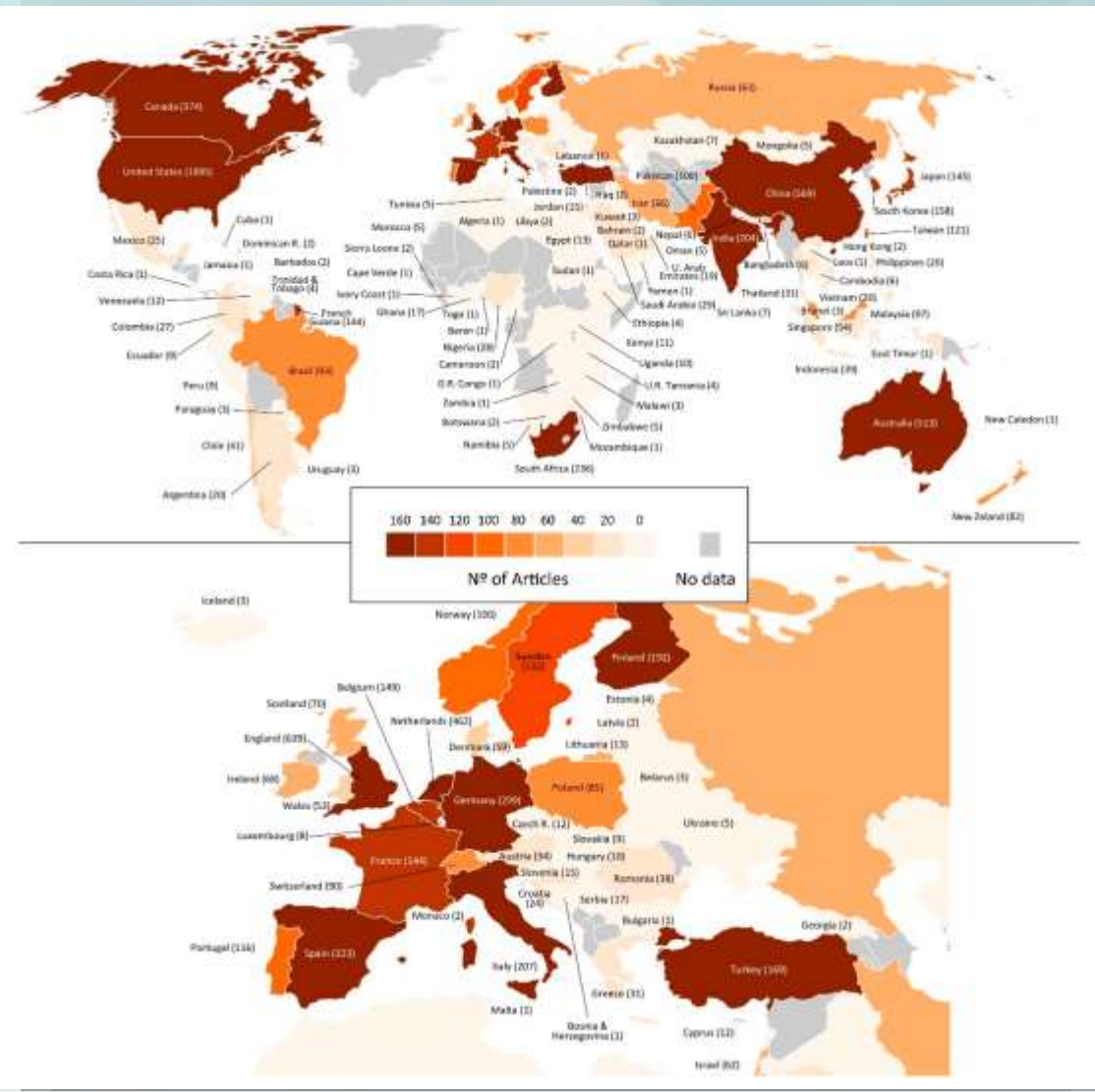
374 publications

7



323 publications

Ranking of Contributors



8



236 publications

Biggest Contributor in South Africa

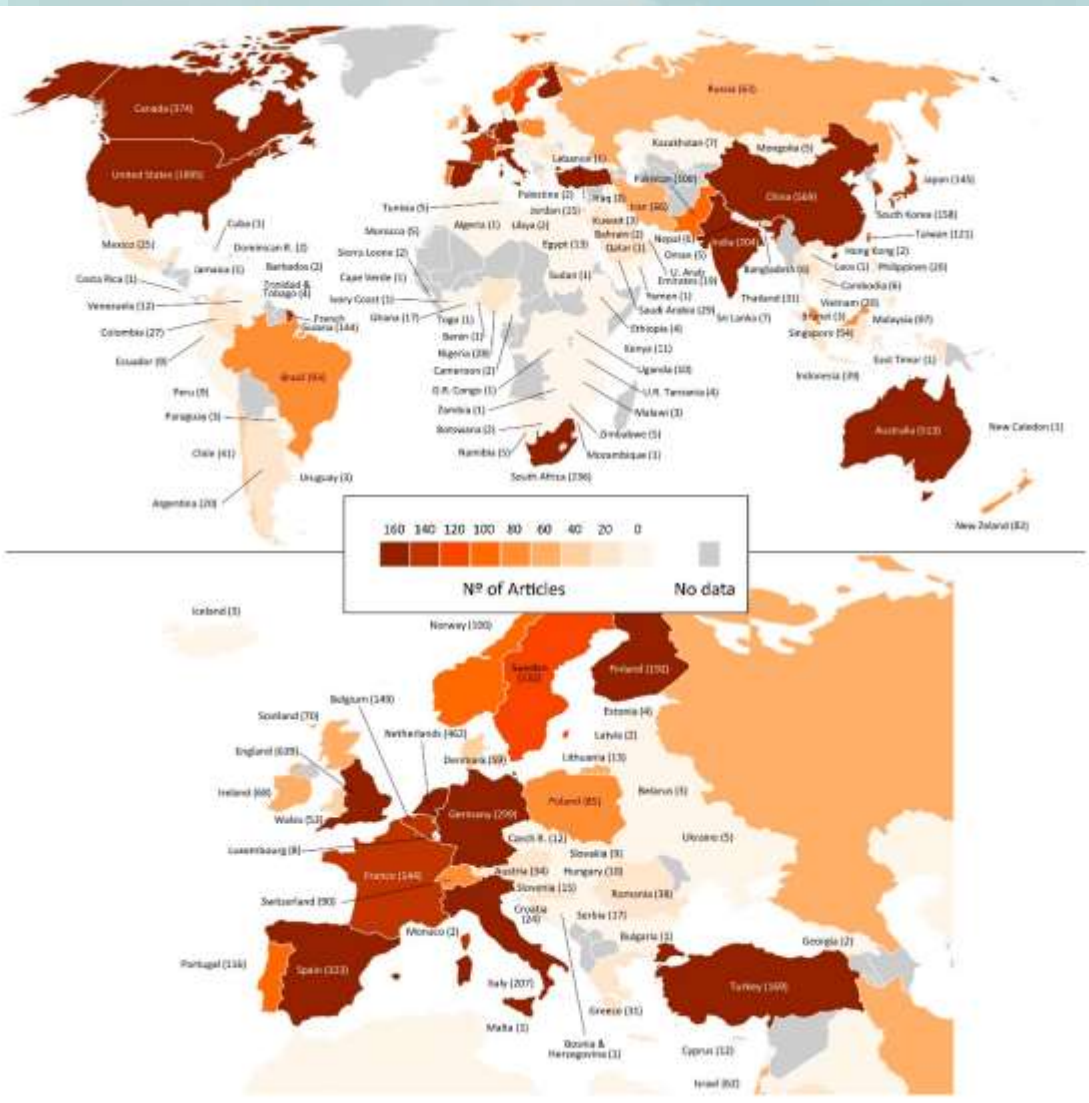


8



236 publications

Who do you think was the biggest contributor from South Africa?



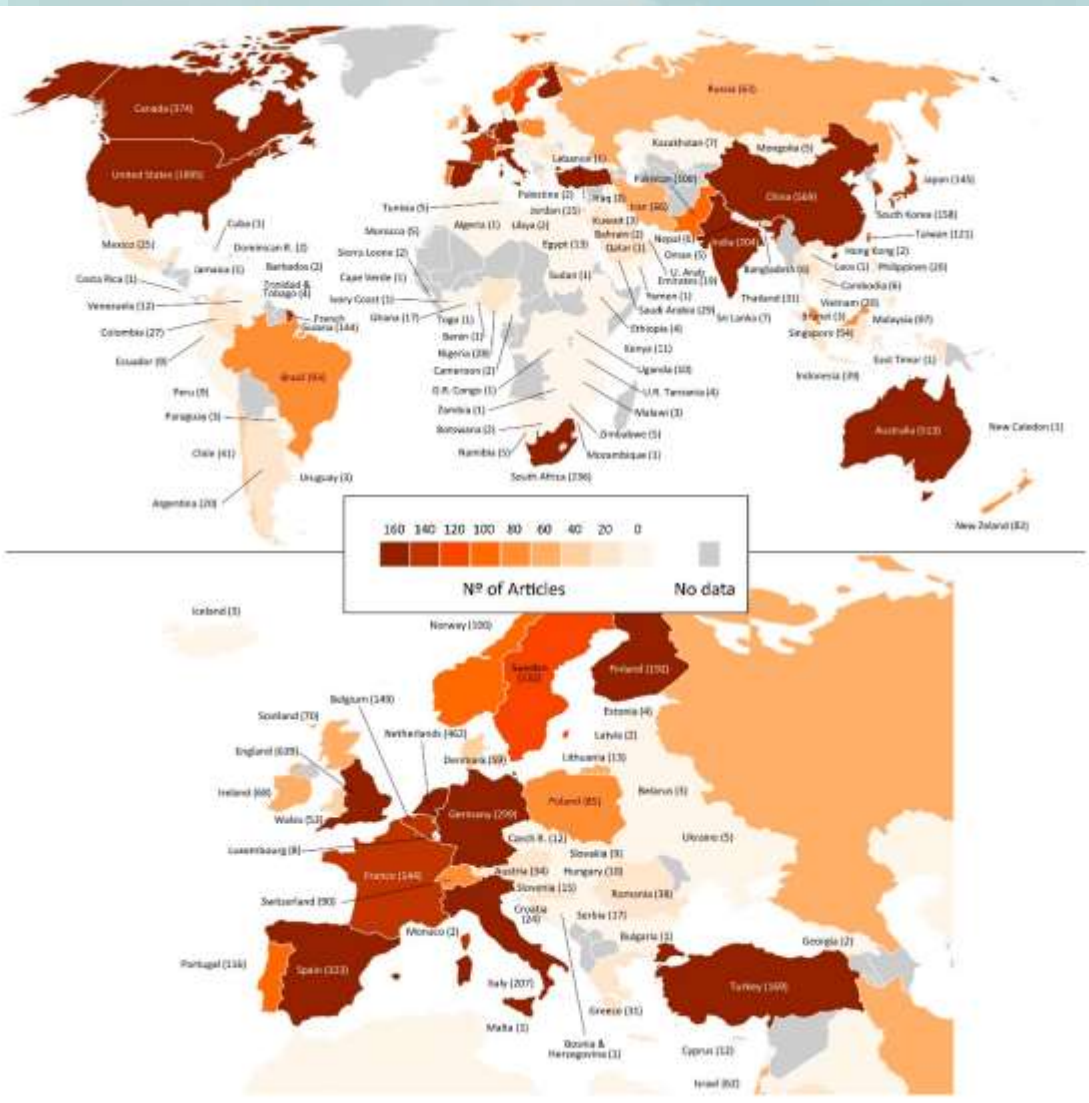
Biggest Contributor in South Africa



8



236 publications



Publications
145*



Citations
14156

Fifth
Largest
Network

Prof. dr. Sebastiaan Rothmann

*Only articles between 2001-2020 in English, where the Focus was specifically on POP

Reasons For Rapid Rise



The USA: Marketing Machine



Rise of Neo-Liberal Ideology



Positive Approach Resonates with Practice



Work Engagement and Strengths



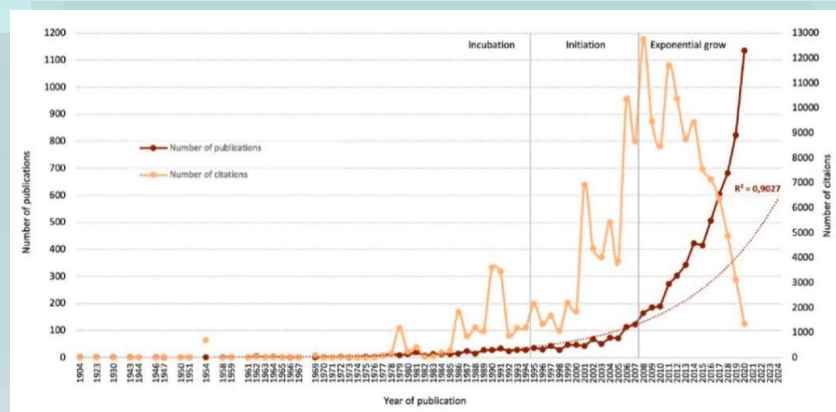
WOP Classified as STEM



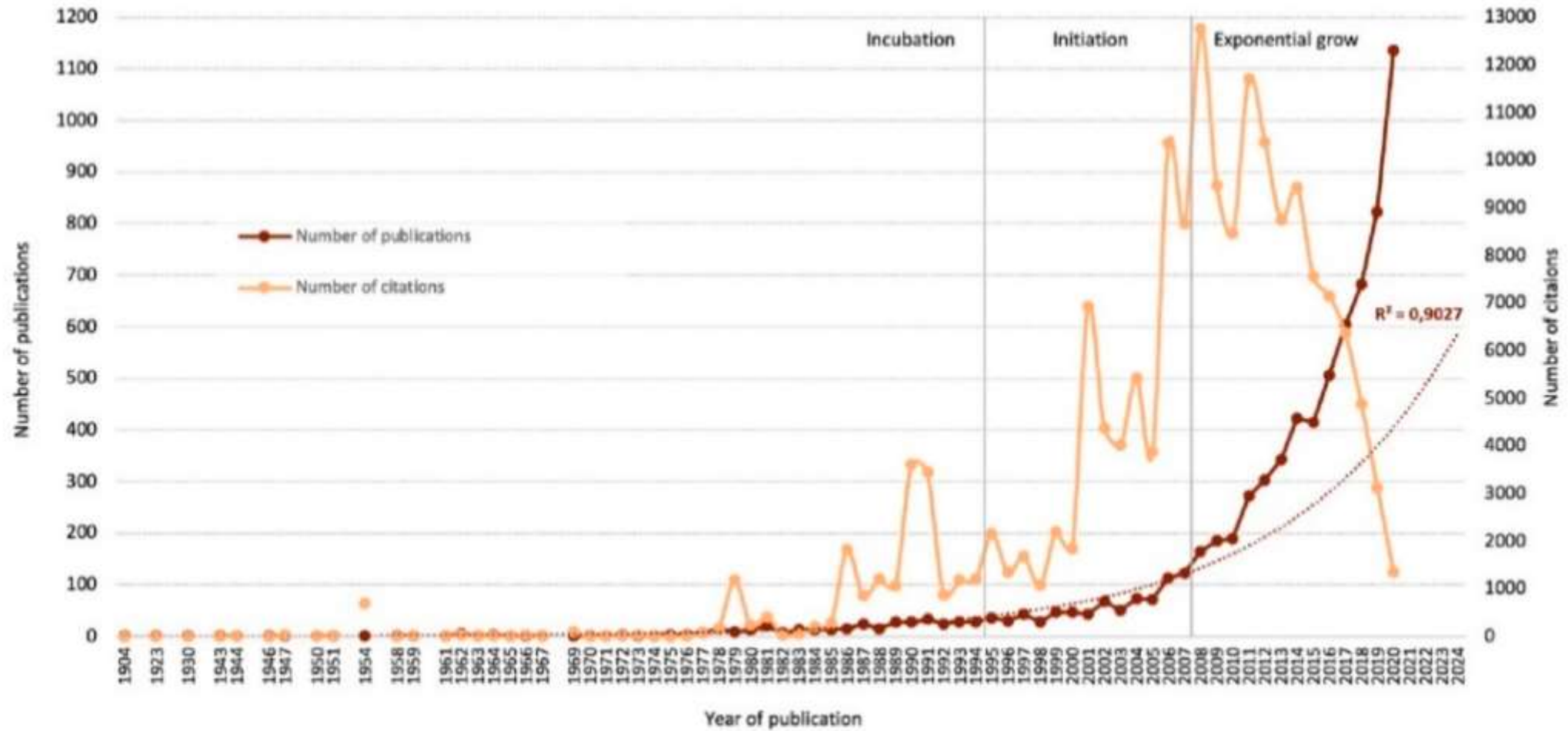
Inter-Disciplinary Applicability



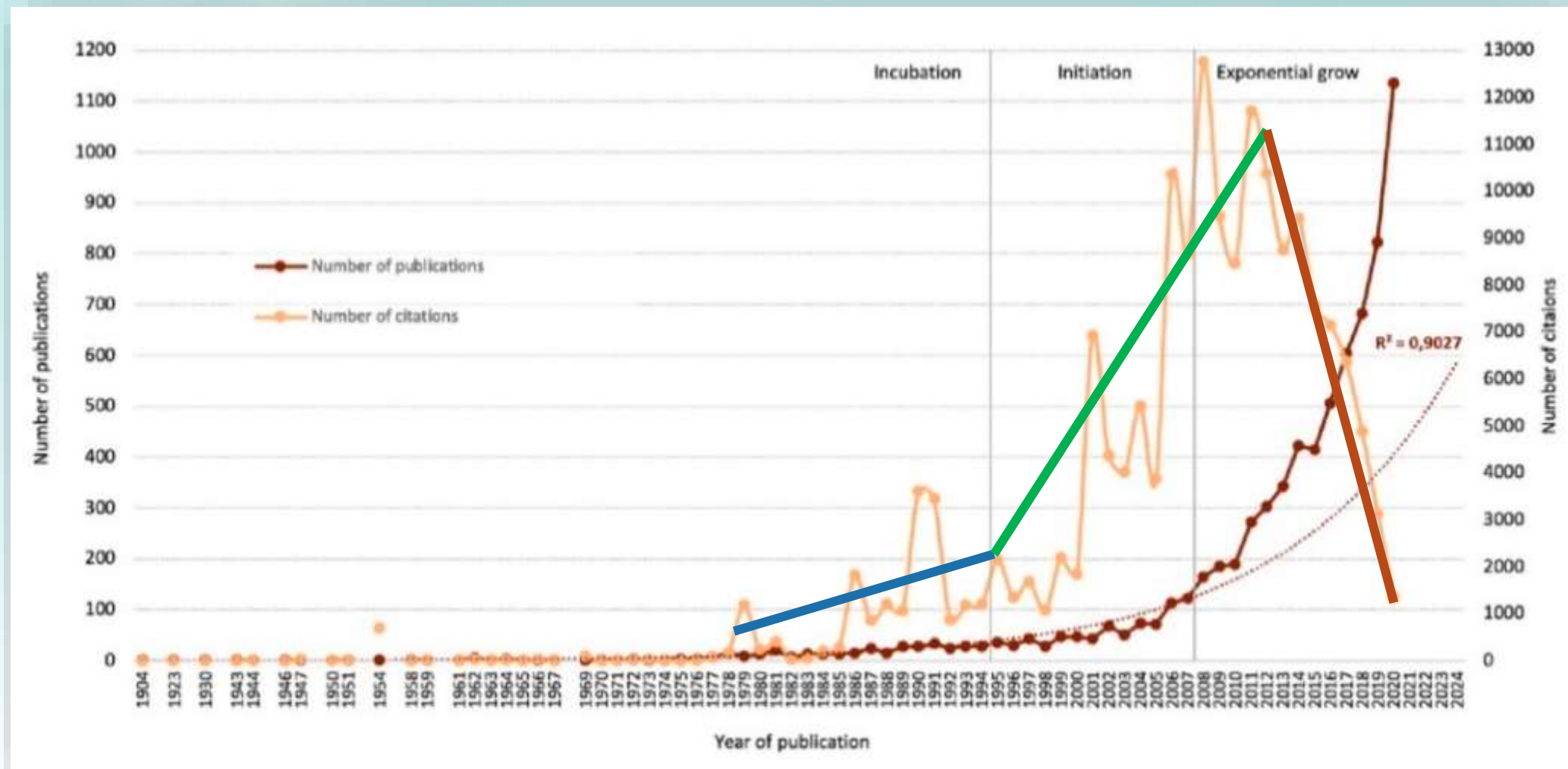
Funding, International Co-Operation



Rapid Rise Not So Positive



Rapid Rise Not So Positive

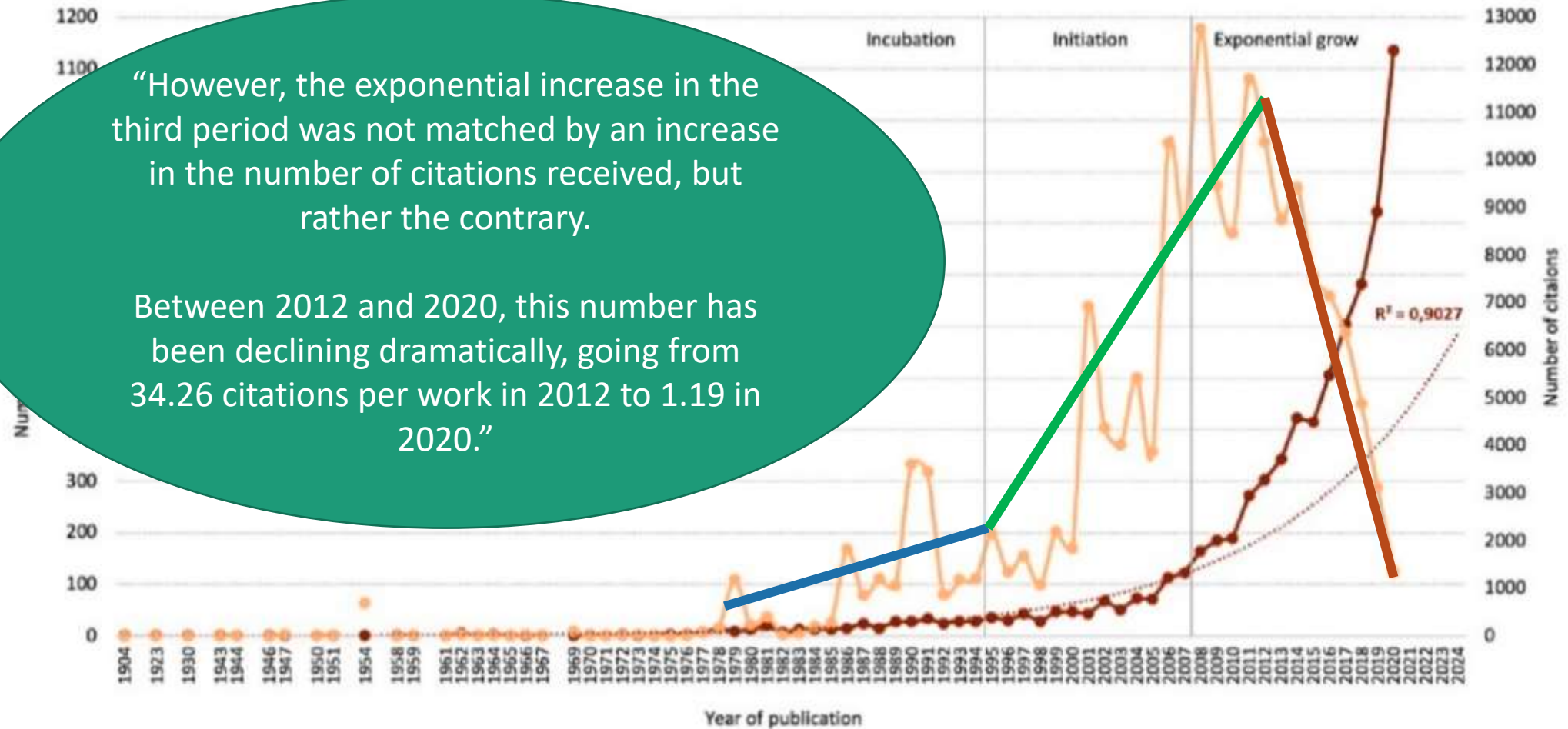


Rapid Rise Not So Positive



“However, the exponential increase in the third period was not matched by an increase in the number of citations received, but rather the contrary.

Between 2012 and 2020, this number has been declining dramatically, going from 34.26 citations per work in 2012 to 1.19 in 2020.”



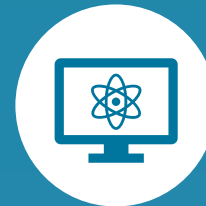
Threats to POP



Changing Nature of Work



Problems with the
Profession



Problems with the
Discipline

Threat 1: Rapid Changing Nature of Work



Data-Driven Assessments & Development



Decentralized work systems



Growing Irrelevance of POP

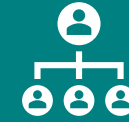


Automation of Human Processes



Rise of AI and Social Robots

Threat 1: Rapid Changing Nature of Work



Data-Driven

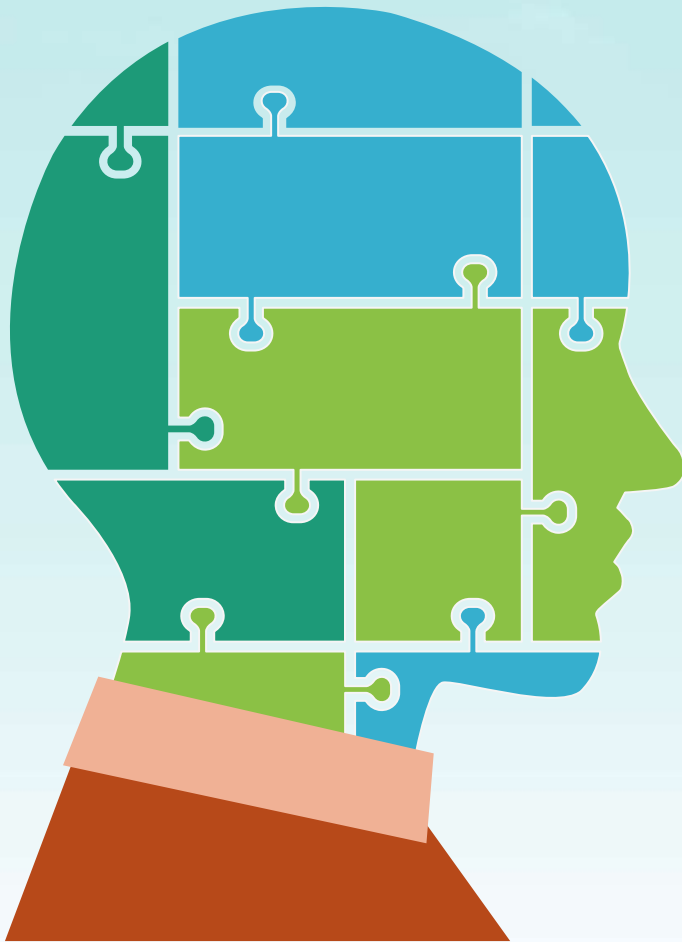


Failure To Adapt

Automation
of Human
Processes

Rise of AI and
Social Robots

Threat 2: Problems within the Profession



Decline in Students Registering for WOP Degrees



Increased competition from Adjacent Fields



Slow to change



Limited collaboration between science/practice



Practice outpacing Science

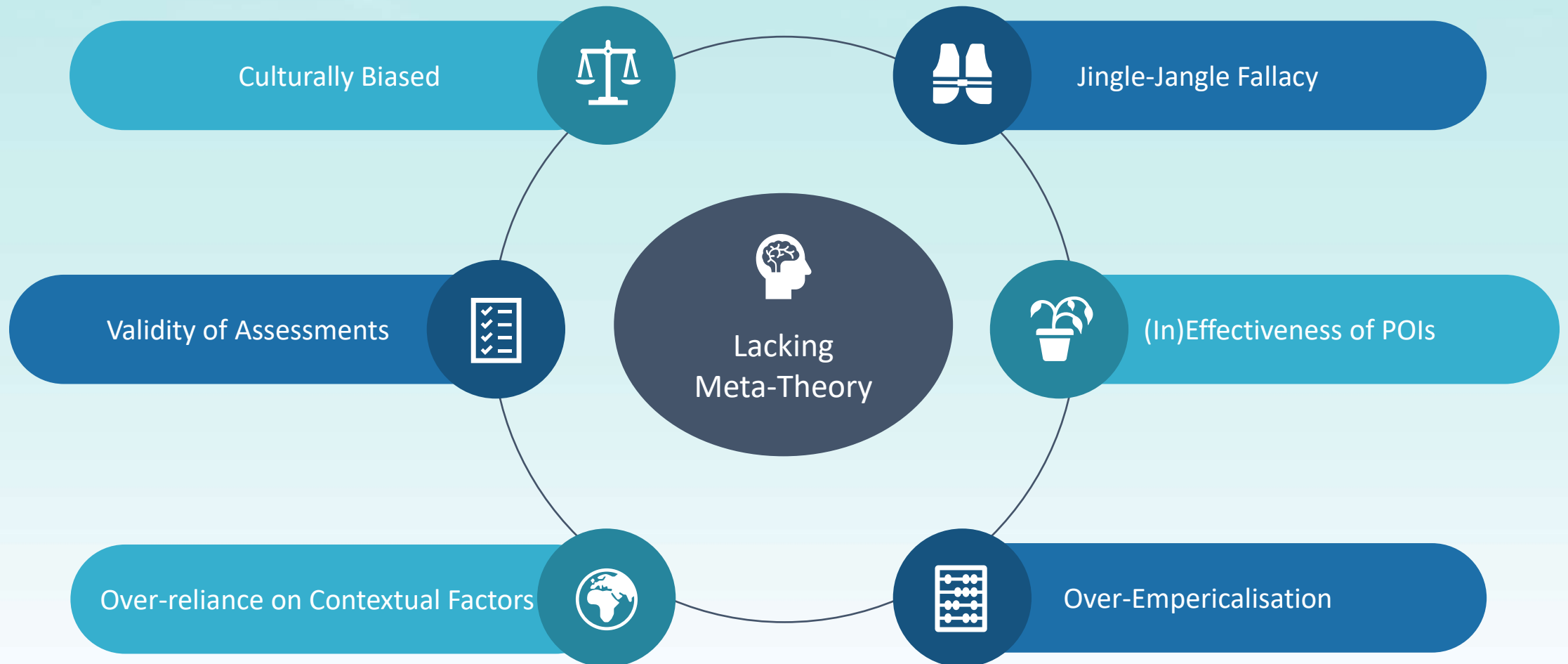


Competence of Practitioners

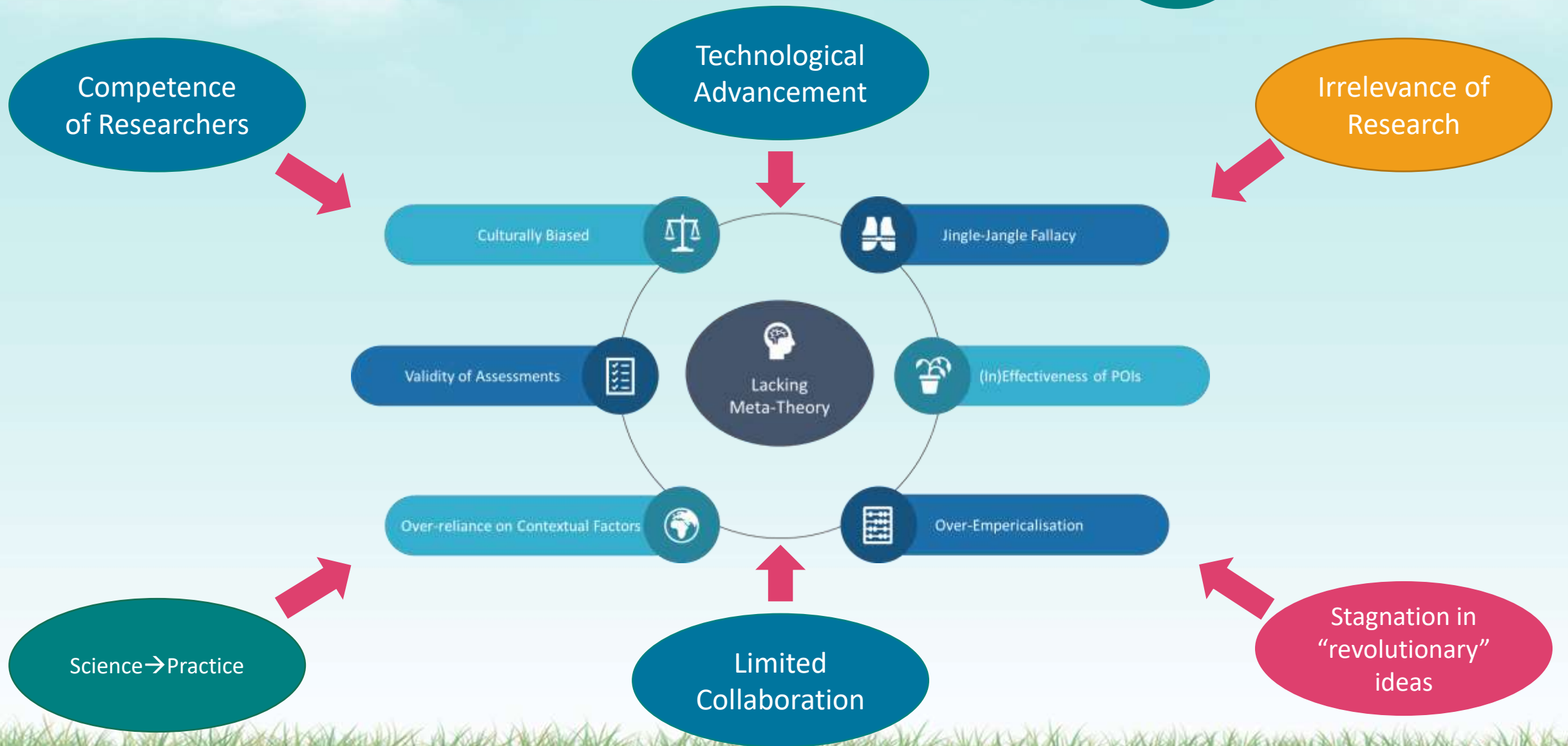


“Pop” Psychology: Over Promise/Under Deliver

Threat 3: Problems within the Disciplines



Threat 3: Problems within the Discipline



Threat 3: Problems within the Discipline



Competence
of Researchers

Technological
Advancement

Irrelevance of
Research



Failure To Adapt

Science → Practice

Limited
Collaboration

Stagnation in
“revolutionary”
ideas

On the Brink



Positive Organisational Psychology is thus on the brink of either a remarkable revolution or a thunderous downfall.





Positive Organisational Psychology 2.0

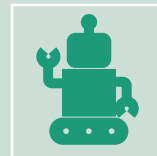
Positive Organizational Psychology 2.0



It's an **evidence-based, data-driven field of scientific inquiry** that **embraces technological developments, -design principles and -innovations** to understand and improve the **positive individual-, organisational- and societal characteristics** required for optimal psychological functioning, wellbeing, and performance



Through **the rapid adoption and development of technological innovations**, POP 2.0 aims to **create positive physical-, virtual/digital- and meta environments** which support individual wellbeing, team collaboration, organizational effectiveness, sustainability and societal thriving.



It employs **advanced data-driven approaches**, such as supervised, unsupervised, and reinforced machine learning, big-data analytics, and natural language processing, to **investigate and develop the elements required for optimal "positive organization"**.

Characteristics of POP 2.0



Holistic View of Positive Organizing

Inter-Disciplinary Relevance

Sophisticated data-driven models, measures and approaches

Rapid adoption and development of technological innovations

Sustainable Approaches to Work and Wellbeing

Embracing Stakeholder Engagement

Developing positive physical, virtual/digital and meta environments

Developing artificial human companions

Improving Robot-Human Collaboration

Real-Time Status tracking: Assessments & Interventions

Valuing DEI

Purpose of POP 2.0



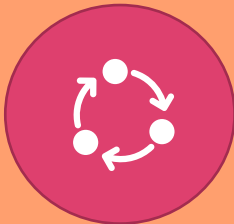
Changing Roles
and Collaboration

(Future-Fit Competencies)



Broadening Scope

(What we do)



Enhancing Methods

(How we do it)



Purpose



Expanding Focal
Audience

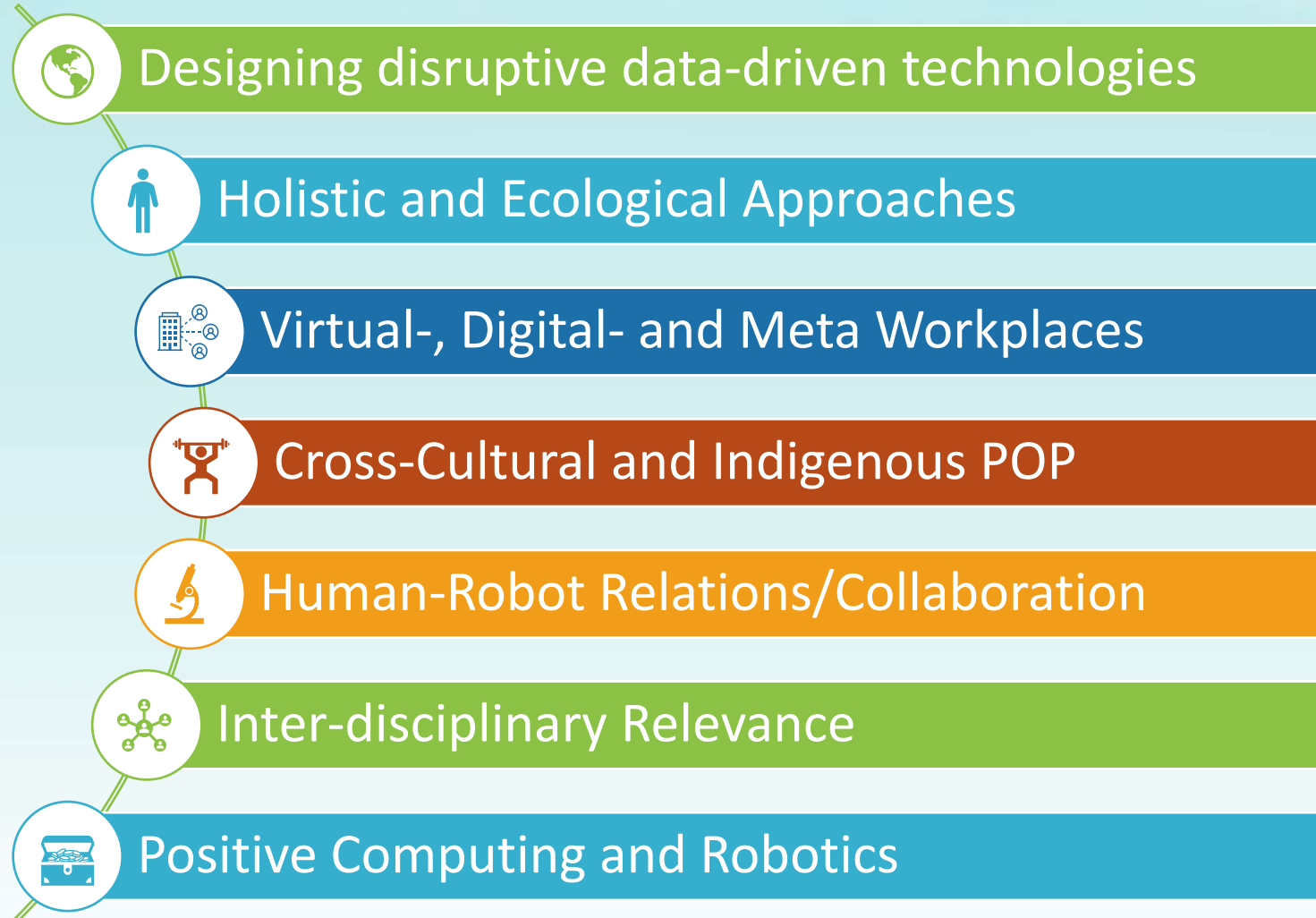
(For whom we do it)

Purpose of POP 2.0: Broadening Scope



Broadening Scope

(What we do)



Purpose of POP 2.0: Broadening Scope



Sustainability

Positive Organising

Climate Change

Positive Ethics



Broadening Scope

(What we do)



Designing disruptive data-driven technologies



Holistic and Ecological Approaches



Virtual-, Digital- and Meta Workplaces



Cross-Cultural and Indigenous POP



Human-Robot Relations/Collaboration



Inter-disciplinary Relevance



Positive Computing and Robotics


Purpose of POP 2.0: Expanding Audience



Positive Communities
and Societies




Marginalised Groups



Artificial Human
Companions



Expanding Focal
Audience
(For whom we do it)



Other Disciplines



Decentralised
Workforce

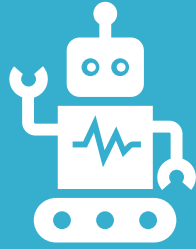


Digital inhabitants



More Robust Research
Methods

1



Data-Driven Approaches

2



Multi-Disciplinary
Perspectives

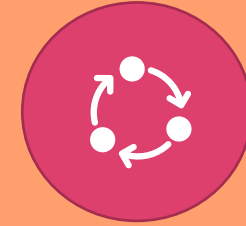
4



Implicit, Passive,
Objective and
Continuous Assessments

3

Purpose of POP 2.0



Enhancing Methods

(How we do it)

Purpose of POP 2.0: Changing Roles and Collaboration



Changing Roles
and Collaboration
(Future-Fit Competencies)



From Facilitators to Developers



Data-Driven Technologists & Analysts



Inter-disciplinary collaborators



Companions vs Consultants



Challenges and Opportunities

Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Holistic Approaches to POP



Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Holistic Approaches to POP

Capitalising on Rapid Changing Tech



Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Holistic Approaches to POP

Capitalising on Rapid Changing Tech



Closer Collaboration: Science-Practice

Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Holistic Approaches to POP

Capitalising on Rapid Changing Tech



Closer Collaboration: Science-Practice

Cross-Cultural, Indigenous and Meta-Digital Perspectives on POP



Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Holistic Approaches to POP

Capitalising on Rapid Changing Tech



Closer Collaboration: Science-Practice

Cross-Cultural, Indigenous and Meta-Digital Perspectives on POP



Regulation and Standardization



Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Holistic Approaches to POP

Capitalising on Rapid Changing Tech



Closer Collaboration: Science-Practice

Cross-Cultural, Indigenous and Meta-Digital Perspectives on POP



Regulation and Standardization

Data-Driven Approaches: Assess / Dev



Challenges and Opportunities



Clarifying Meta-Theoretical Assumptions



Holistic Approaches to POP

Capitalising on Rapid Changing Tech



Closer Collaboration: Science-Practice

Cross-Cultural, Indigenous and Meta-Digital Perspectives on POP



Regulation and Standardization

Data-Driven Approaches: Assess / Dev

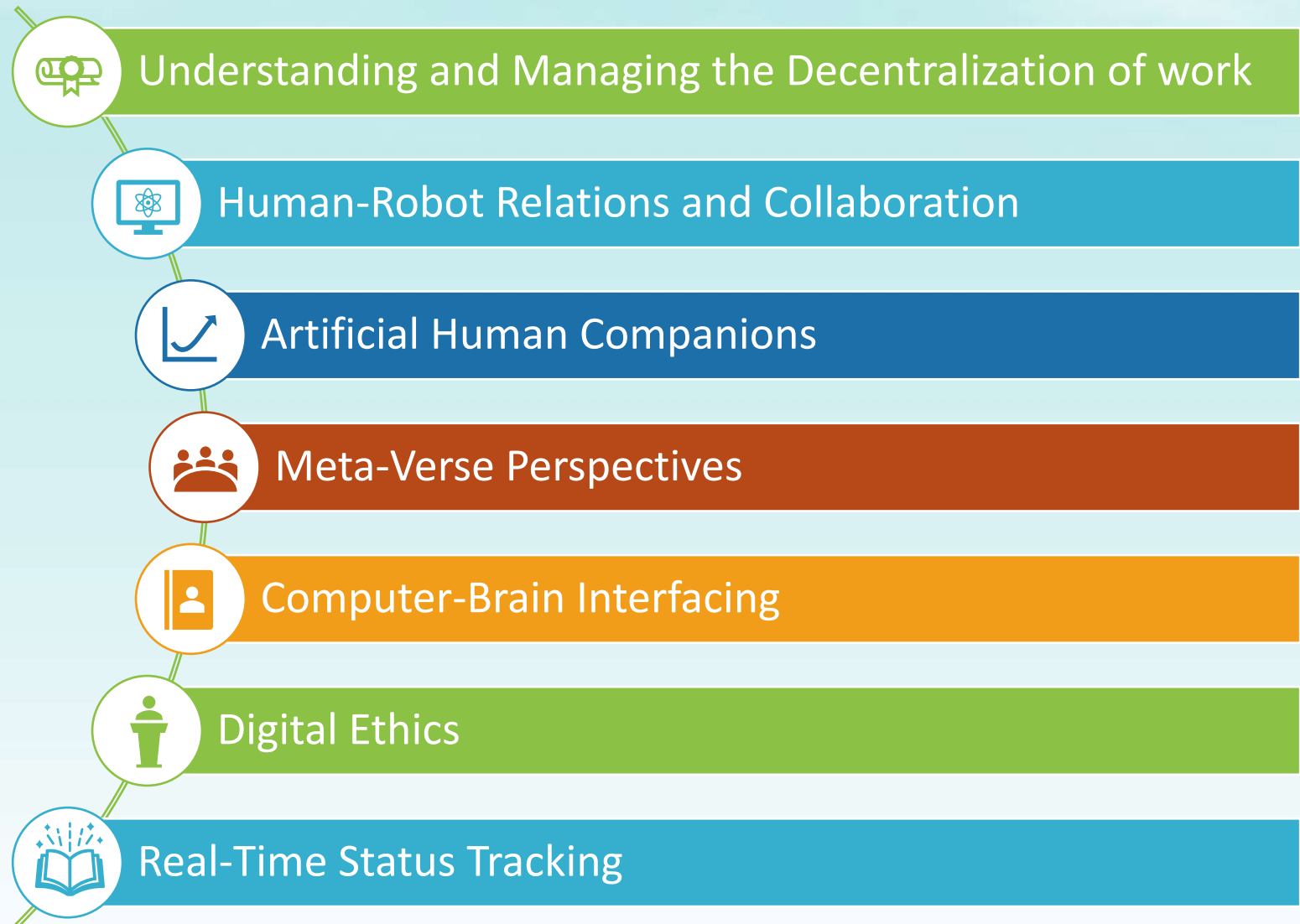


Capitalise on Applied Research



Future Directions

Future Directions



Conclusion



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Dankjewell!

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