

Dissertation Seminar

Work performance, motivation and engagement: the key individual factors

Academic Year: 2016/2017
February – May 2017

Instructor: Teresa Oliveira
Max. number of students: 6

Seminar Description

This seminar is aimed to support students who wish to develop their Master Thesis in the field of Organizational Behavior. It will provide an overview of the most relevant and recent theories/models regarding the dynamic of Individuals in Organizations, focusing in the individual attributes of workers (Attitudes, Needs and Motivations, Personality Traits, Psychological capital: hope, optimism, resilience, self-efficacy) and how they affect their individual performance, motivation and work engagement.

This Seminar targets students who wish to understand how these variables affect the group and individual performance, and to boost their ability to promote more positive and successful working contexts, as well as developing the individual traits associated to higher levels of work engagement, internal motivation and performance.

Each student will work around one of the available topics (see below). Students can propose an alternative topic, related with the theme of the Dissertation Seminar, subject to a written approval by the instructor.

Seminar Content

This seminar comprises six sessions.

The first sessions will present the main theoretical approaches about individuals in organizations, according to the students' research interests and research question.

Students are expected to prepare a literature review on the main topic, and then identify a relevant research question to be tested through an appropriate methodology.

The last sessions will be focused in presenting the ongoing work – both theoretical and empirical - receiving feedback from the instructor and peers.

Students need to attend every session.

Proposed topics:

- Positive emotions, motivation and work engagement
- The effect of individual traits in work engagement
- The importance of psychological capital to individual performance
- The effect of Internal-External attributions and performance

- Attitudes regarding the error and individual /group work engagement
- Positive emotions in working context and group performance
- The attitude regarding organizational change and psychological capital
- Psychological capital improvement, impacts in performance
- Motivation and psychological capital

Seminar Objectives

The final goal of this seminar is to introduce students to scientific academic research in a topic of their interest within the field of People in organizations. They are expected to contribute with their work to both practitioners and academics.

Bibliography / Recommended Textbook(s) / Additional Readings

Avey, J. B., Reichard, R. J., Luthans, F., & Mhatre, K. H. (2011), "Meta-analysis of the impact of positive psychological capital on employee attitudes, behaviors, and performance", *Human Resource Development Quarterly*, 22, 127-152.

Bakker, Arnold B.; Leiter, Michael P. (2010), *Work Engagement*, Psychology Press

Cameron, K. S., Mora, C., Leutscher, T., & Calarco, M. (2011), "Effects of positive practices on organizational effectiveness", *Journal of Applied Behavioral Science*, 47(3), 266-308.

Lopes, P. N., Grewal, D., Kadis, J., Gall, M., & Salovey, P. (2006), "Evidence that emotional intelligence is related to job performance and affect and attitudes at work", *Psicothema*, 18, 132-138.

Luthans, F., Avey, J. B., Avolio, B. J., & Peterson, S. J. (2010), "The development and resulting performance impact of positive psychological capital", *Human Resource Development Quarterly*, 21(1), 41-67

Rego, A., & Cunha, M. P. (2012). "Joining optimism and pessimism in predicting employees' creativity", 6th European Conference on Positive Psychology, Moscow, Russia, June 26-29.

Robbins, S.; Judge, Timothy (ed.2007), *Organizational Behavior*, Prentice Hall, New jersey
STAW, Barry M. (ed. 2003) *Psychological Dimensions of Organizational Behavior*, Prentice Hall (3rd Edition)

Walumbwa, F. O., Luthans, F., Avey, J. B., & Oke, A. (2011), "Authentically leading groups: The mediating role of collective psychological capital and trust", *Journal of Organizational Behavior*, 32, 4-24

Specific topics' readings will be provided during the seminar. Students are expected to look for additional resources autonomously.

Biography

Teresa Oliveira has been working in Leadership Development and Organizational Change as a Consultant and a Trainer for the last 25 years. She also works as a Coach (certified by International Coach Federation) and as a Counsellor. Teresa facilitates workshops about Team Management, Leadership, HRManagement, Presentation Skills and Change Management in the Executive Education Programs at Católica Lisbon SBE, where she co-coordinates the program “Leading and Energizing Teams for Performance”. Teresa holds a PhD on Economics of Innovation, a master in Human Resource Management and a degree in Sociology.

Contact(s) and Office Hours

Teresa.oliveira@ucp.pt

Office hours by email appointment.

Schedule

February, the 1st – 14:30-16:30
February, the 9th – 14:30-16:30
March, the 2nd– 14:30-16:30
March, the 29th– 14:30-16:30
April, the 6th–14:30-16:30
April, the 27th-14:30-16:30
May, the 10th-14:30-16:30

Deadlines

The full list of dates and deadlines can be consulted [here](#).