

The Impact of Positive Organizational Behaviour on Job Satisfaction, Well-being, and Employee Engagement in the Indian IT Sector

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This study examines the impact of positive organizational behavior (POB) as an independent variable on job satisfaction, well-being, and employee engagement as dependent variables among employees in the Indian IT sector. Drawing on the principles of positive psychology, the research investigates how cultivating a positive organizational culture can contribute to desirable work outcomes. The study employed a Partial Least Squares Structural Equation Modelling (PLS-SEM) approach to analyse the data collected from IT professionals across organizations in the National Capital Region of India. Positive organizational behaviour was measured using a 24-item questionnaire developed by Firdous Khanum, which captured the four components of hope, self-efficacy, resilience, and optimism. Job satisfaction was assessed using a 26-item scale created by Bindu Menon, while employee engagement was measured using the 17-statement UWES scale. Well-being was evaluated through an 18-statement scale.

The findings suggest that positive organizational behaviour has a significant positive impact on job satisfaction, well-being, and employee engagement among Indian IT sector employees. The results highlight the importance of fostering a positive organizational culture and promoting employee positivity as a means to enhance desirable work outcomes, which can ultimately contribute to organizational effectiveness.

The implications of this study provide valuable insights for human resource management and organizational development practitioners in the Indian IT industry. Implementing strategies to cultivate positive organizational behavior can yield tangible benefits in terms of improved employee attitudes, behaviors, and organizational performance.

keywords : Positive Organizational Behavior, Job Satisfaction, Well-being, Employee Engagement, Indian IT Sector, PLS-SEM.

Biography

Dr. Anjali R Meena is an Assistant Professor at Satyawati College, Delhi University, currently pursuing her PhD at Jawaharlal Nehru University, Delhi. With a dedicated focus on positive organizational behavior, she passionately strives to foster environments that cultivate positivity and well-being. Dr. Meena's research delves into the dynamics of workplace positivity, aiming to inspire and implement practices that enhance organizational culture and employee satisfaction. Her unwavering commitment to making the world a more positive place is evident in her academic pursuits and practical applications. As a scholar and educator, she is devoted to shaping future leaders and contributing to a more optimistic and productive global community.

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