

Analysis on the Optimization of Human Resource Management in Small Enterprises Based on Positive Psychology

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Abstract: The main object of study in positive psychology is the potential capabilities of people. The emergence and development of the positive psychology movement has a very positive contribution to the development and progress of organisational behaviour and human resource management. The exploration of members' potential abilities can play a good role in effectively promoting society to achieve the goal of development and progress, which in turn can equip the positive psychology movement with more research content and development prospects, and promote the further development of the positive psychology movement.

Keywords: Positive Psychology; Organisational Behaviour; Human Resource Management

Introduction

In psychology, the positive psychology movement has become the focus of research in recent years, and it has gradually become an emerging field by leveraging the development of potential to take advantage of organisational behaviour and human resource management.

1. The positive psychology movement

The positive psychology movement is a concept developed by positive psychologists at the end of the 20th century. Unlike traditional psychological research, it focuses on the positive psychology of human beings as a breakthrough and the main object of research, developing these good qualities to bring about results and developmental potential. The development of the positive psychology movement is also a test of the ideas of modern psychologists against those of ancient psychologists and philosophers, and therefore has a certain dialectical character, which can also play a positive role in the development and progress of psychology. But the main psychological factor that drives human beings to achieve development and progress and helps them to persevere in their efforts in the face of adversity is a positive psychology. Driven by this trend, psychology researchers around the world have explored it. At this stage the positive psychology movement has been developing for some time, and in the process of its development, positive psychology has achieved certain breakthroughs. The research in positive psychology is divided into three main areas: the subjective level, the individual level and the collective level. The subjective dimension is about the positive psychological experiences of individuals at all times in their lives, including satisfaction with past achievements, happiness and pleasure in the present, optimism about the future, anticipation and other positive psychological qualities.

2. The impact of the positive psychology movement on organisational behaviour

2.1 Contributed to the formation and development of positive organisational behaviour

The first psychologist to apply the theory of positive psychology to the field of organisational behaviour was a professor at the University of Nebraska in the USA. For example, in organisational behaviour there was an over-emphasis on employee stress and turnover, rather than finding ways to help employees feel relaxed and happy in the process of getting their work done, and the positive

psychological potential and strengths of employees were taken to the edge of research. A scale to measure "abnormal work behaviour" has even been developed in the course of practical research. In the context of global economic change, increased regional competition and political factors, such research only adds to the negative emotions felt by employees in the workplace and often negatively hinders the quality and effectiveness of their work. Positive psychologists therefore believe that new organisational behavioural content should be developed by combining actual positive psychological research findings with organisational behavioural features.

2.2 Promoting the emergence of positive organisational scholarship

At the same time as positive organisational behaviour proposed relevant research content and perspectives, psychological research scholars and organisational behaviour scholars at the University of Michigan in the US realised that academic research on organisational behaviour should also be suitably transformed to use a positive research perspective to discover quality and level in social organisations, hence the related concept of positive organisational scholarship. Positive organisational scholarship takes the main object of study as the relationship between the positive motivations of organisational members, the components of positive phenomena and positive outcomes. The research ideas and content of positive organisational students have in fact been influenced by positive organisational behaviour and positive psychology.

2.3 Changing the perception of personality theory in organisational behaviour

Prior to the positive psychology movement, the perception of personality theory in organisational behaviour was mainly based on the study of problematic personalities and the formation of negative personality factors. At this stage, for example, psychologists have been able to accurately measure and define previously relatively vague concepts such as schizophrenia, psychiatric problems, depression and decrepitude and lack of well-being, but the concepts related to happiness and positivity remain difficult to identify and define. The development and advancement of the positive psychology movement has mainly advocated the study of the characteristics and good qualities of positive personality, and also the ways in which positive personality can be achieved.

3. Impact of the positive psychology movement on human resource management

3.1 The introduction of positive psychological capital

One of the impacts of the positive psychology movement on human resource management was the introduction of the concept of positive psychological capital, which was promoted. Although not as powerful and direct as the impact on organisational behaviour, the new trend in HRM is clearly felt in practical management as HRM is a more practice-oriented project. This new trend focuses more on the development of the positive psychological potential of the individual employee and moderately reduces the importance of the employee's education and experience. Positive psychologists, in introducing the concept of positive psychological capital, also point out that positive psychological capital is a core element of being positive as a group. Thus, positive psychological capital has the following essential characteristics: Firstly, it emphasises the psychological potential and internal positivity of people as individuals and reflects their strengths rather than their weaknesses. Secondly, the standard psychological state. Thirdly, positive psychological capital has an important value that goes beyond human and social capital. Because positive psychological capital has the important role of strengthening the overall development of the individual, it can also achieve a good contribution to the progress of social organisations. Fourthly, it is a profitable investment, and can be explored and invested in in established ways.

3.2 Promoting new trends in human resource management

Under the influence of the positive psychology movement, new trends in human resources management have emerged, especially since the emergence of positive psychological capital, and business managers in the market are fully aware that they should strengthen the cultivation of positive psychological capital in order to effectively improve the efficiency of their employees and achieve employee and customer satisfaction. Specifically, the main impact of the emergence of positive psychological capital on the development of human resources management is manifested in the following ways: firstly, in the selection and recruitment of employees. In traditional selection and recruitment, managers attach great importance to the academic qualifications and relevant work experience of their employees, as this ensures that employees adapt quickly to the work rhythm, thus improving the overall quality and efficiency of the enterprise's work and reducing operational management costs. However, under the influence of positive psychological capital,

managers are now looking at the positive psychological capital and emotional intelligence of their employees.

3.3 Negative effects of the positive psychology movement

Although the positive psychology movement has had a significant impact on organisational behaviour and the specific practice of human resource management, it does not mean that these impacts are all positive. The positive psychology movement has also had negative effects. For example, positive psychological capital emphasises the cultivation of optimism, but blind optimism can lead to dysfunctional companies and can create certain cognitive barriers for employees, which can prevent them from improving the quality and efficiency of their work in practice, as well as blocking the good development and progress of social organisations. Some of the behaviours driven by optimism can lead to behaviour that is directed towards meaningless or unrealistic goals, which can have a negative impact on tasks that require caution and pessimism, such as financial management or security systems. It is important to note that the development of positive psychological capital, however influential it may be, cannot fundamentally undermine the status and role of the traditional disciplines of organisational behaviour and human resource management.

Conclusion

In conclusion, the development of the positive psychology movement has effectively contributed to changes in behaviour and human resource management in social organisations through its impact on the academic systems of organisational behaviour and human resource management. At this stage in the field, the study of the positive psychology movement can have a positive impact on the development and progress of social organisations, and ultimately on the development and progress of human society. At the same time the psychology movement has its attendant negative effects. Therefore, researchers and managers of social organisations using and studying the positive psychology movement should pay attention to the negative effects of using positive psychology too blindly to avoid influences that directly harm the behavioural motivation of members in social organisations and thus act as a negative impediment to social development.

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