

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar



Crafting Well-Being: Exercising Agency Can Extend the Benefits Derived Positive Work Events and Experiences By

Prof. Remus Ilies
Bocconi University

Date : 31 Jan 2024 (WED)

Time : 2:30 – 4 pm

Venue : M802

Abstract

First, I will give a selective overview of my decades-long yet somewhat scattered stream of research on employee well-being. Next, I will show how this stream of research has converged towards a conceptual model of crafting well-being, detailed in a recently published review piece. In this paper, my co-authors and I review theory and research on how work events and experiences influence employee well-being, with a particular focus on the day-to-day effects of positive events and experiences. Then we discuss how employees can amplify the beneficial effects of work on well-being by savoring and reflecting upon positive events and experiences from work, and by capitalizing on them via interpersonal means, such as sharing work events and experiences with others. We integrate theory and research on savoring and interpersonal capitalization within affective events theory and the broader job demands–resources theory—and we explain how employees can easily use these approach-oriented agentic strategies to derive additional psychological benefits from positive work experiences. Specifically, we discuss how using these strategies can build additional resources, fulfill employees' basic psychological needs, and make their jobs more meaningful, thereby enhancing well-being at the day-to-day level and in the long term. Finally, I will present an empirical study that tests the proposed conceptual model with data from a sample of 160 full-time employees who provided ratings that comprise a three-level dataset (person, week, and day) comprising 943 matched weekly ratings and 2787 daily ratings.

Prof. Remus Ilies is a Full Professor in the Department of Management and Technology at Bocconi University and Provost's Chair and Professor of Management and Organisation at The National University of Singapore (NUS) Business School. His research examines numerous areas related to human resources and organizational behavior, such as personality, leadership, motivation, job attitudes, moods and emotions, and citizenship behaviors. His work has been published in premier scholarly journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*. Prof. Ilies has also received several international awards, including the Distinguished Early Career Contributions Award from the Society for Industrial and Organizational Psychology (2008), the Early Career Achievement Award, from the Human Resources Division of the Academy of Management (2010), and the Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, from the Organizational Behavior Division of the Academy of Management (2009).

All interested are welcome.



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