Special Issue

Managing Organizational Behaviors for Sustainable Wellbeing at Work

Message from the Guest Editor

Organizational behavior (OB) research was developed to better understand employee behaviors at work for the purpose of motivating employees and improving organizational performance. In OB research, wellbeing at work is a key mediating factor that helps create positive outcomes for organizations. Recent research, however, has begun to examine wellbeing at work as an outcome instead of a mediating factor. This shift in focus signifies that wellbeing at work has been recognized as the end goal, instead of the means of achieving management goals of organizational profit, productivity, etc. Employee well-being at work also draws attention to sustainability management scholars, who argue that wellbeing essential part of social sustainability in the workplace. They highlight the importance of establishing a 'sustainable well-being-productivity synergy', claiming that high levels of well-being generate performance improvements and vice versa. More information in the special issue "Managing Organizational Behaviors for Sustainable Wellbeing at Work".

Guest Editor

Dr. Youqing Fan

Human Resources & Management, Western Sydney University, Penrith, NSW 2150, Australia

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Editor-in-Chief

Prof. Dr. Jerrell Cassady
Department of Educational Psychology, Ball State University, Muncie, IN 47306, USA

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