Happiness and Unhappiness in Organisations

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In the history of Man there seems to be a universal pursuit of happiness and a general escaping from unhappiness. From child-telling stories (e.g. Snow White), to self-helping books and movies (e.g. The Secret), from religion (e.g. Buddhism) to philosophy (e.g. Aristotle), or to the most recent pharmaceutical developments (e.g. Prozac), Man seems to be engaged in a continuous quest for finding happiness and flying away from unhappiness.

Management and Business studies have taken little account of these all-embracing concerns. Productivity, efficiency, or strategy, seem to be topics far more popular in management than joy or delight. The first authors concerned with the understanding of happiness in management and business studies appear in the 1950s and 1960s. Maslow's top needs, for example, include the search for self-transcendence, beauty, and continuous personal growth; and Carl Rogers proposed that people strive to live a rich full life. Some years on, in the 1980s, the MOW ("meaning of work") studies have analysed work in the broader context of life, across several cultures and countries. Work satisfaction and satisfaction with life, as well as work and life values, are yet other areas where happiness has been directly or indirectly addressed. Emotions at work is another noteworthy stream of literature – from the individual level of analysis (e.g. emotional intelligence) to the organisational one (e.g. authenthizotic organisations). More recent developments in happiness-related studies come from positive psychology and positive organisational behaviour (see e.g. Luthans, Seligman, or Csikszentmihalyi). A new construct of "career happiness" (Henderson) has emerged as well.

All these perspectives offer direct or indirect accounts of happiness in organisational contexts. We therefore intent to bring together theoretical and empirical contributions to a round-table discussion on happiness and unhappiness in organisations. In particular, papers are welcome, but not restricted to the following themes:
- What is happiness in organisations and how can individuals and organisations strive for it?
- Are some people happier by nature in work?
- Can we really be *happy* at/with *work*?
- Critical reflections on the relationship between happiness and past and recent research on selected OB issues (e.g. job satisfaction, motivation, values, meaning of work, and emotions at work);
- What can Management and Business studies learn from other human activities which address happiness (e.g. philosophy, religion, arts)?
- Positive *versus* Negative Organisational Behaviour? Is there a division line?
- Is happiness in organizations related to effectiveness? Are happy/unhappy people more effective?