

Positive Organizational Behaviour: Key to Flourishing in a Pandemic*

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Abstract

Positive Organizational Behaviour (POB) offers insight into an individual's positive psychological capacities that can be built through training and other interventions. The current paper discusses four key positive psychological capacities in POB, known as the 'HERO' constructs, that can provide solutions to organizational challenges and are quite useful in helping organizations to navigate crises. The objective of the paper is to explore the four POB constructs as means for organizations to preserve and improve the mental health of employees during a pandemic. The paper provides an insight into the mechanisms by which employers can enhance their workers' HERO capacities and, thereby equip them to transcend crises successfully. The paper concludes by enumerating guidelines for organizations.

Keywords: positive psychology, positive organizational behaviour, HERO, flourish, pandemic.