Abstract

Positive Psychology and it's role at workplace is an emerging trend in the field of study and Character Strengths are considered as backbone of Positive Psychology. So, the present study was conducted to investigate character strengths, strengths use and workplace incivility as predictors of work-related-outcomes (organizational satisfaction, compliance for performance, job satisfaction, absenteeism and turnover). Sample comprised of 226 employees (men=127, women=99) from different private sector institutions. VIA-72, Strengths Use Scale, Combined Scale for Measurement of Job Outcomes and Uncivil Workplace Behavior Questionnaire were used as assessment measures. Preliminary analysis indicated that strengths of honesty, fairness, perseverance, hope and kindness were signature strengths whereas self-regulation, love of learning, humility, judgment and creativity were the lowest scored strengths. Pearson Product Moment Correlation analysis revealed that appreciation of beauty and excellence, judgment, leadership and self-regulation, fairness, forgiveness, humility and strengths use had significant relationship with job outcomes. However, uncivil workplace behavior did not significantly correlate with overall work outcomes. Multiple hierarchical regression analysis indicated strengths of fairness, judgment and self-regulation as strong positive predictors whereas; strengths of love, prudence and zest were found as significant negative predictors of work-related-outcomes. Strengths Use also significantly predicted work-related-outcomes. Additionally, strengths profiles based on gender, age, professional levels and professional fields were also identified. The study will be useful for employers and recruiters to find right person for right job.

Key Words: Character strengths, job outcomes, uncivil workplace behavior, strengths profile