

Positive Human Resources Management

Modern businesses use policies and approaches that help create working conditions and environments in which employees are satisfied, feel intrinsically motivated and have sufficient resources to cope with the job demands. Such policies and approaches can lead to the attraction and retention of high-quality employees, promote high work performance of individuals and teams and support the well-being of employees as important stakeholders. Positive human resources management integrates topics such as leadership, work-life balance, job design, perceived organizational support, job attitudes or employee well-being. The dissertation will focus on a specific subtopic of positive human resources management and enhance the current understanding of how a company can create quality conditions for its employees and how this affects employees and the company's performance.