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Affirmative Psychology Evolution 2.0: Integrating Technological Innovation

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Abstract

Over the last two decades, there has been substantial growth in Positive Organization in Psychological research, advancing our understanding of effectiveness and satisfaction at work. However, a new wave of inquiry and novelty is about to hit the sector, which might transform its the discourse. The theoretical basis of 'Psychology of Organizations 2.0' (POP 2.0) is outlined in this document as an information-driven, scientifically validated field that uses focused on humanity planning and technological advancement to explore and enhance positive aspects of individuals, institutions, and society for optimal emotional well-being. The commencement strategy section provides a brief history of the formation of COP, highlighting its key characteristics and looking at the causes of its explosive growth and waning importance. Next, we develop COP 2.0, outline its key features, and advocate for upgraded processes, a larger core audience, and pioneering role changes for practitioners. We conclude by outlining opportunities, challenges, and points of view for the anticipated wave of contemporary research.

Keyword: Innovations, Conversation, Evidence-based, Data-oriented, Developments in Technology.

Introduction

After a decade of dedicated academic research, positive organizational psychology (POP) has recently begun its second phase of development as a academic realm, granting an amazing chance to express oneself its future expansion and development. The mission of the article is to examine the development, challenges, and hazards that POP has faced as it moves toward the next phase of research and development that will be known as "A positive Psychology of Organizations 2.0" (POP 2.0). We begin by providing an overview of the history and tenets of POP, outlining its traits, and examining the factors that contributed to its explosive growth and

practical extinction. We also recognize that despite the increase in scholarly output, its significance is disappearing. We explore the hazards that POP faces, including the rapidly changing job market, obstacles in the field, and problems caused by the field itself. The preface ends by highlighting the critical requirement for a change in approach within POP and sets the stage for an examination of POP 2.0's goals, traits, and central concepts.

Review Literature

Tracing a Beginnings of Optimistic Organizational Psychology



The field of beneficial organizational psychology is increasing, as evidenced by a survey of material published between 2001 and 2009; it has the potential to improve employee wellness and efficiency within organizations through practical applications SI Donaldson, I Ko (2010)¹. In order to create a supportive work environment, physical training managers must recognize the importance of psychological capital. Acknowledging unique employee characteristics contributes to the professional development of physical therapists, a healthy work environment, and career advancement in therapy units Luthans & Youssef, (2020)². Through an emphasis on resilience, positive deviance, and optimal organizational dynamics, positive organizational scholarship offers up a new area of the study of organizations and provides a thorough framework for recognizing and using positivity in both research and practice K Cameron, J Dutton (2003)³.

Exploration of Entities which are Beneficial

POS focuses on elevating methodologies and results throughout organizations, enabling systematic investigations for prospering circumstances, creating greater awareness of optimism in corporate situations. POS focuses on elevating methodologies and results throughout organizations, enabling systematic investigations for prospering circumstances, creating greater awareness of optimism in corporate situations KS Cameron, A Caza (2004)⁴. In order to better understand and improve organizational well-being and performance, this academic work presents POS, a cutting-edge discipline that focuses upon ideal interactions between organizations and positive deviance. It achieves this by offering a thorough framework that draws from a variety of theories K Cameron, J Dutton (2003)⁵. With the goal to offer a broad perspective that guides investigation and treatment in positive organizational psychology, this research presents PERMA+4, a revised structure for job-related stress, wellbeing and performance that incorporates additional aspects beyond the original PERMA model SI Donaldson, LE van Zyl, SI Donaldson (2022)⁶. The article highlights the requirement for theory-based, a research-based organizational behaviour (POB) that is centred on identifiable and develop able abilities like trust, optimism, and resilience. It operates by illustrating

on favourable psychological principles and advocating for an active, strengths-based approach to organizational behaviour Luthans, (2002a, p. 59)⁷. In accordance to Luthan, An attempt to promote sustainable positivity within the field’s research-driven framework, the essay advocates over based on theories positive organizational behavior (POB), which defines identifiable and develop able personality traits like confidence, hope, and resilience. It also advocates for a prepared, strengths-centred approach to organizational behaviour. The work highlights how important PsyCap is to improving mental wellness and success in psychiatry in the face of global difficulties, in line with the revolutionary developments of mental health 2.0 and the 4th Industrial Revolution Julie Dyrdek Broad & Fred Luthans (2020)⁸. Both methodologies have similar qualities for analyzing beneficial organizational psychology phenomena, although having distinct objectives. These approaches show that Positive Organizational Psychology (POP) contains six fundamental qualities, as stated by SI Donaldson, I Ko (2010)¹. Its initial goal is to investigate good experiences that are subjective. Furthermore, it emphasizes understanding good emotions, characteristics, and actions. Additionally, it explores the fundamental elements that promote the best possible functioning in people, groups, and organizations. Its fourth aim is to provide methods for measuring and managing psycho-social wellbeing. Fifthly, using the development of robust and successful organizations as the primary analytical unit. In conclusion, POP is an applied science that measures positive transformation with accuracy.

Rapid Advancement of Positive Organizational Psychology

A century-long evolution of Positive Organizational Psychology investigation, driven primarily by numerous contributions from the US, UK, and Netherlands, has been revealed by bibliometric analysis of POP research. POP reinforces psychological capital, job engagement, good leadership, and well-being. A scientific mapping study and bibliometric assessment of positive psychology in organizations B Martín-del-Río et al., (2021)⁹. Over 7,181 research studies with a concentration on positive organizational behavioural traits have been published over the last 116 years, having over 174,000 citations. These advancements illustrate the wide range of applications of positive behavioral psychology (POP) and show how its ideas, approaches, and techniques have broadened outside traditional psychological sectors. This excitement across disciplines encourages increased collaboration and information exchange, which strengthens POP’s standing, credibility, and influence. Foremost, this explosive growth is indicative of POP’s increasing acceptance in the larger psychological network.

The Increase in Value of Pop can be Featured to Several Factors

Positive Organizational Psychology (POP) was first made more credible and well-known by prominent academics and pioneers, particularly in the United States, who skillfully marketed and promoted POP ideas Alan Carr (2021)¹⁰. Martin Seligman’s work “Flourish” presents an innovative take on well-being, improving happiness as only one facet of a fulfilling life and promoting PERMA—Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment—as crucial pillars for both individual and societal flourishing MEP Seligman (2011)¹¹. A data-driven era that enhances cognitive well-being and performance through innovation and human-centered design, is heralded by Positive Organizational Psychology 2.0. In an effort to influence the direction of organizational psychology research, it recognizes the growth of POP while promoting broader approaches and significant changes in practice V Burr, P Dick (2021)¹². A data-driven era that enhances cognitive well-being and performance through innovation and human-centered design is heralded by Affirmative Organizational Psychology 2.0 (POP 2.0). In an effort to influence the direction of organizational psychology research, it recognizes the growth of POP while promoting broader approaches and significant changes in practice Llewellyn E. van

Zyl (2023)¹³. It was past due as a thorough publication that addressed the use of psychological coaching in work environments. While it showed progress since Biswas-Diener and Dean's 2007 launch, it also identified a significant vacuum in the literature concerning structures, organizations, ethics, and supervision WA Smith, I Boniwell, S Green (2021)¹⁴. Utilizing literature analysis and visual analysis, the study seeks to assess the present circumstances and advancements in positive psychology research, establishing it as a major turning point in psychological science as well as a notable step forward in the advancement of society. F Wang, J Guo, G Yang (2023)¹⁵ Initial supporters of Positive Organizational Psychology (POP), mainly in the United States, gained more popularity and reputation for the field by deftly marketing and advancing POP principles Alan Carr (2021)¹⁰. While additional research is required to regulate results and evaluate long-term impacts, positive psychology treatments have the potential to improve the well-being of medical personnel after the outbreak Wang et al., (2023)¹⁶. The construction of educational inquires have grown drastically, nevertheless anxieties persist involving the validity and impact of endeavours for optimistic psychological have been diminishing. While examines the findings of B Martín-del-Río et al.,(2021)⁹, it's apparent that the vast majority of research that received significant attention from the scientific community was carried out between 2001 and 2011. Not merely that, but there's additionally proof of a significant drop in referrals within the preceding decade when the duration of publish and proposal rate are taken into care. This occurrence has been defined by Martín-Del-Río and coworkers (2021, page 17)⁹, who state that "the most rapid rise of [journals over] the subsequent era did not lead to an associated surge in citations; quite the opposite. The total number of references per publication fell dramatically between 2012 and 2020, as 34.26 referrals per manuscript in the year 2012 and 1.19, which is in 2020. This decline can be attributed to specific issues that POP is currently facing.

The Obstacles Concerning Affirmative Organizational Psychology

Even though positive organizational psychology (AOP) has received a lot of recognition and focus lately, progress seems to be at a rest. One possible cause of this stagnation is a failure to adapt to the hazards and challenges of modern life. These hazards can be divided into three categories:

- The rapidly evolving job market
- Problems in the industry
- Concerns in the subject area of study.

Every single elements has unique challenges that must be overcome in order to guarantee the long-term relevance of beneficial organizational Psychology as an entire field.

The Constantly Shifting Aspect Regarding Employment

Business engagement can be defined by optimism and dedication; while contrast, fatigue is a condition of exhaustion and cynicism relating to one's job. This article highlights four significant advances and makes recommendations for future study areas while examining their causes, implications, and the latest developments in JD-R theory AB Bakker et al., (2023)¹⁷. This study merges crisis management literature to offer novel ideas on employee well-being during trying times. It does this by enhancing JD-R theory to handle workplace crises and highlighting the connection of household, job, and corporate factors E Demerouti, AB Bakker (2023)¹⁸. A symbiotic procedure that combines theory and data-driven methodologies to overcome social biases and provide new viewpoints on the field of psychology understanding of how people act RE Jack, C Crivelli, T Wheatley (2018)¹⁹. A broad study goals to navigate this challenged environment during governmental and advances in technology is outlined in this review, which also examines the intricate geography of workplace privacy and looks at the competing expectations of employers

and employees. A privacy calculus model is offered and actual results are examined DP Bhave et al., (2020)²⁰. The intention of the study is to further comprehend how AI is used in organizations and to inform future studies and implementations. It does this by examining how employees engage with AI chatbots at work and classifying users according to their styles of interaction and technological skills LGkinko, A Elbanna (2023)²¹. This paper analyzes the way AI is integrated into HRM, emphasizing the need for in-depth study to comprehend its effects on employee opportunities, organizational dynamics, and decision-making procedures. It also offers a conceptual framework and systematic review to direct later years global HRM research P Budhwar et al., (2022)²². POP professionals and scholars demand regular training in order to remain aware on the latest and greatest modern resources, approaches, and venues. The virtualization of human interactions presents POP with novel difficulties. As Artificial Intelligence progresses quickly, a growing number of tasks that were formerly executed by people are now being automated P Budhwar et al., (2022)²². In the context of the Fourth Industrial Revolution, this article explores how industrial psychologists' roles are changing and offers a competency model to help them anticipate how STARA technologies may affect workplaces in the future RM. Even if these AI interventions are becoming more and more common, it's critical to recognize the value of Collaboration, which was efficiency resolution of conflicts, and interactions in a remote job atmosphere. It emphasizes how important it is to know how to develop these skills when working remotely. Furthermore, ChatGPT's impact on modernizing a variety of industries, including academics, media outlets, exploration, and online enthusiasm, demonstrates that AI's usefulness extends beyond mental health care. This emphasizes how AI is revolutionizing communication and work routine Oosthuizen(2022)²³.

Issues Regarding the Occupation

Challenges to POP originate from issues that are deeply integrated in the profession as well as contextual factors like changing dynamics of labour. Many elements of the profession inhibit the advancement of the discipline and prevent POP from having an enormous effect on firms. The drop in enrollment may be caused by a number of issues, including young people's absence of knowledge related to the subject matter, presumptions about potential career paths, the difficult path to becoming an accredited psychoanalyst, or the conviction that other career paths offer better pay or more achieving career paths in years to come. In addition, there are no doctoral or undergraduate programs that concentrate mainly on POP. Although the majority of master's programs in this field today concentrate more on broad positive psychology, a small number of components or courses provide special attention to using Constructive Psychology within the work environment. The increasing interest in such initiatives and the limited focus on POP may hinders the development of young researchers and specialists, which will limit the pool of capability and possible advances in the field of research. The study contains a complete analysis of hiring and firing in private sector firms in South Africa, leading to the creation of an extensive framework that tackles important aspects like performance management, retention, development, and recruitment. It aford beneficial observations for companies looking to maximize their talent tactics by highlighting the significance of understanding roles and early identification of important stakeholders in guaranteeing the successful implementation of people management methods of development of a expertise structure of management for the constituted sector Van Zyl et al., (2017)²⁴. A development in academic effort in positive psychology during the past ten years has resulted in the creation of new graduate courses, professional organizations, and documents, all of which are aimed to increase the field's influence and expansion SI Donaldson, M Dollwet (2013)²⁵. The article introduces the concept of employee engagement as a major area of focus and sets the tone for a special issue on positive organizational behavior (POB), stressing the significance of proving the added value of positive

features in businesses AB Bakker, WB Schaufeli (2008)²⁶. The conflict may result in disagreement within the sector and impacts recognition of POP's unique value proposition. Academic matters usually evolve in a conceptual "wave" pattern. Following the first wave of positive psychology, the second era critically analyzed positive and negative concepts. Meanwhile, the emerging "third wave" presents both the forefront and the future developmental trajectory of the field by exploring complexity beyond the individual and acknowledging interrelated and multicultural perspectives as well as broader methodologies T Lomaset al., (2020)²⁷. The obstacle of bearing up with broadening limits the willingness of Beneficial organizational Psychological scholars to offer modern day innovative themes and effective resolutions.

In current moment overview highlights the swift growth and varied uses of positive psychology while simultaneously recognizing ongoing obstacles to its validity. It promotes a thorough comprehension of the objections in order to direct further developments in the area LE Van Zyl, S Rothmann *Frontiers in psychology* (2022)²⁸. The objective of reproducibility and replicability is to bring up the crisis of replication in psychology and its implications for industrial-organizational psychology (I-O) within the context of SAJIP. It also provides ways to address the problem through technological advances and open science practices E Efendic, LE Van Zyl (2019)²⁹. Conversely, since journals often need large sample numbers and randomly controlled designs, publishing research on affirmative psychological interventions in real-world organizational contexts is even more difficult. Although these studies on affirmative psychological intervention are useful for practitioners, there aren't many publications in this field. Interestingly, intervention studies were conspicuously absent from the latest European Association of Develop and organizational psychology meetings held in Poland. Instead, the emphasis was primarily placed on complex multilevel longitudinal studies that examined well-known and recurring subjects like engagement, burnout, and stress. The lack of focus on therapies makes it more difficult to provide experts in the world of POP with useful information. Among the most important factors impacting the discipline's progress is the skill with which practitioners use POP ideas and practices. In order to carry out affirmative organizational interventions effectively, practitioners need to have a solid understanding of the foundations, investigation, and the intervention methods that support POP. They need to demonstrate proficiency in evaluating company requirements, developing a mission, customized solutions, and evaluating the outcomes of such efforts. Several specialists who have inadequate capacity can result in insufficient initiatives, inaccurate assessments of outcomes and potentially damaging actions which harm the credibility and influence of positive organizational the field of psychology.

Experts often follow and adopt prominent psychology fads that are known for making grandiose claims and falling short of expectations. This poses an essential obstacle to POP's progress because contemporary psychologists and writers often sensationalize findings, distort results, or selectively choose passages from academic papers to support ridiculous arguments Llewellyn E. Van Zyl (2023)¹³. It is necessary to maintain rigorous science, the systematic propagation of advances, and accurate presentation of the limitations and peculiarities of constructive psychological therapies in order to ensure that the field of study remains guided by evidence-supported procedures and maintain its uniqueness.

The Task of Sustaining Order Creates Challenges

POP fails to be only at danger via therapists and the profession. The efficiency and significance of the discipline are hindered by a number of essential components. A recent detailed analysis of general negative findings and evaluations of positive psychology highlighted a number of essential issues that are particular to POP as a sub-groups LE van Zylet al., (2023)¹³.

Critics asserted that Constructive Organisation in Psychology’s research, and optimistic thinking in entirety, confront forthcoming challenges concerning:

1. Conceptual and theoretical limitations inhibit our capacity for understanding: Opponents claim the scientific theology of affirmative organizational psychology is not guided by a comprehensive meta theoretical framework. They contend that the field is deficient in providing clear principles and concepts for conceiving and investigating positive events in organizational settings. Most theories and approaches in affirmative organizational psychology come from various disciplines like universal or societal employment and organizational psychology.
2. Methodology and measurement-related obstacles give rise to anxiety: Some opponents reject affirmative organizational psychology believe that there are difficulties in measuring and operationalizing the theory’s concepts. They claim that the field of study relies on inadequate methods for research, undervalues scientific and relevant strategies, and lacks realistic frameworks for properly evaluating organizational dynamics.
3. Replicability is an essential aspect of empirical evidence’s belief: The empirical support of organizational psychological research’s selective action theory has drawn attention from certain quarters. They contend that the field overstates the importance of research findings, makes unsupported claims about its benefits, and has difficulty with the precision and generalizability of critical findings.
4. Provisional factors must be taken into account while making recommendations: Experts point out that affirmative organizational psychology—which is often influenced by a perspective that is mostly Western—prioritizes individual choices and empowerment as elements that influence the best possible performance and well-being inside organizations. They argue that this world view may overlook important socio-cultural factors as well as the influence of larger organizational contexts.
5. Investigations are caused by concern over capitalism’s appearing supremacy: Many journalists assert that constructive behavioral psychology in organizations might be prompted by capitalist aims, emphasizing independent and consumer-centric values in business environments and aiming for commercial positivism. They express concerns about the potential commercialization of positive approaches and relationships, which may put the success and true well-being of people and organizations under hazard.

A number of reasons that are impeding the development and importance of organizational psychology that are beneficial enhance the dangers and challenges that the profession faces. The ability of academics to study POP is essential for solving the problems the sector faces. Scholars with limited expertise, ability, or experience may prolong theoretical conundrums and methodological problems that obstruct the field’s growth and discipline E Efendic, LE Van Zyl (2019)29.

Methods based on evidence are essential in a healthcare environment characterized by changing needs and scarce resources. In order to maximize research investments and improve healthcare value, implementation science plays a critical role in supporting strategies aimed at improving public health outcomes Bauer et al., (2015)30. While tests for stool even can be done at home are practical for screening for cancer of the colon, there is still a big issue in safety-net health systems to make sure that suspiciously results are promptly followed up with colonos copies. This means that better protocols are needed to boost adherent rates R Rubin – Jama (2023)31. The relevance of research is typically exceeded by the quickly changing nature of work, especially qualitative analyses due to their tedious nature. Technological developments also bring opportunities and difficulties, therefore researchers must constantly adapt their approaches to take use of fresh resources and capabilities LE van Zyl et al., (2023)13.

Ignoring this investigation could make it more difficult for the field to analyze and address organizational issues in the digital age. Further obstacles are provided by the disconnection between research production and demand within POP. The rebuttal's purpose is to make sense of all three meta-crises and highlight how dangerous they are for IOP going forward. To guarantee readiness, specific strategies designed to address these meta-crises are offered TH Veldsman (2019)³². Ten thoughts for sustainable development in employment and organizational psychology are outlined in this declaration, with a focus on continuous change and collaboration. It emphasizes the necessity of teamwork to attain sustainability and calls on academics and citizens to actively participate in determining the future of the discipline Bal et al., (2019)³³. In the exact way, POP cannot advance if there are no novel ideas or radical developments. The field would have difficulty to offer fresh ideas and responses to complex organizational issues without fresh viewpoints and innovative methods, which could result in a feeling of insignificance, excluded progress, and stability. In the final phase, the subject's intrinsic challenges are made worse by the lack of aggressive collaboration between academics, practitioners, corporations, and governments. Inadequate cooperation and information sharing not only impair the integration of scientific findings and idea sharing, but they also sustain an eternal divide in the important contributions that each sector can provide to the others. It is obvious that substantial modifications are required to assure Organisational Psychology's continued relevance and effectiveness given the spectrum of hazards and challenges facing its practitioners and the field. The combination of these challenges and threats highlights how slowly the sector has responded to changing the face of modern problems and adapting to the ever-changing needs of corporations.

As a result, POP's future is unpredictable and hovers on the threshold of either an imminent upheaval or a decline. Nonetheless, as proponents of positive psychology, We are fueled by the desire for a pioneering change and sense the framework of Positive Organizational The field of psychology approaching transition and the opportunity for revolution.

Affirmative Organizational Psychology 2.0

Investigating the Forthcoming Wave of Sustainable Organisational Development

Positive Organizational Psychology (POP) appears to be on the threshold of a new wave of thoughts, developments, and academic work that have the potential to completely change the way people think in the field given its explosive growth over the last 20 years and the risks and challenges it appearances. Research on concerns like social and organizational networks related to favourable leadership and relational optimism in work settings, improvements. We anticipate a growth in the volume of research concerning neural networks, constructive organizing strategies, human-robot partnership, passive neurological examinations of indeed states/traits and tactics at work, and related domains. We designate this amazing wave of study 'Effective Psychology of Organizations 2.0' (POP 2.0), which will be characterized by rapid innovation, broad adoption of AI systems, enhanced learning, social media statistical analysis, massive operations investigation of data, and related methodologies. POP 2.0 serves as a proven, research-focused area which utilizes creativity, analytical skills, and strategic concepts to understand and improve the positive organizational, societal, and human characteristics necessary for the best possible mental health, well-being, and success. POP 2.0 aims to create positive offline, online, and digital environments that support people's well-being, collaborative cooperation, leadership that promotes positive relationships, organizational effectiveness, reliability, and communal abundance. It does this by quickly integrating and advancing technological innovations with a focus on humanity. It exploits the unique benefits of diversity by developing and embracing culturally sensitive methods linked with native practices and beliefs. It utilizes the use of the most revolutionary data-centric modalities,

including deep data analysis, natural language processing, and improved, instructed, and impulsive machine learning, to explore and create the components needed to create the ideal “affirmative organization.” Through dynamic and ongoing cooperation and stakeholder engagement, POP 2.0 offers invaluable responses to real business issues, fosters collaboration, and confirms the significance and relevance of research and therapies in genuine organizational contexts.

The Vision of Absolute Organizational Psychology 2.0

Extending on this theoretical foundation, the aim of POP 2.0 is to widen its scope, stretch its intended beneficiaries, enhance its analytical strategies, and transform the responsibilities of individuals while encouraging collaborations.

Widening the Possibilities

POP 2.0 combines a variety of strategies to increase the scope of its domain research and actions. This includes developing cutting-edge data-driven technologies, creating complete and environmental approaches to understanding positive organizational events, creating and evaluating remote, electronic and general workspaces, establishing native and intercultural perspectives on positive organizational events, and researching interactions between people and robots and collaboration. It embraces interdisciplinary significance, seeking connections with other fields and examining the POP’s confluence with automation, positive computing, and digital intimacy. The various focus areas may include resilience, positive coordination, climate change adaptation, responsible employment, and positive ethics.

Extending the Intended Audience

POP 2.0 aspires to expand its reach and impact by concentrating on new and diverse audiences. Engaging with and understanding positive populations and communities, marginalized communities (like the LGBTQ+ community), artificial intelligence (AI) equivalents (like Chatbot Managers), autonomous labor forces (like gig workers, home helpers, and distinct contractors), digital residents (like those who live and work exclusively in metaverse settings), and people in virtual, digital, and overall work environments are all part of this. It emphasizes the value of interdisciplinary perspectives on constructive phenomena and collaboration with other fields in order to meet the specific needs of these clients.

Progressing Methodologies

POP 2.0 is mainly concerned with improving its methods of investigation and intervention. This entails adopting more robust research techniques such as amalgamated-method, qualitative, and (quasi-) experimental schemes. It also means implementing automated learning and basic language interpretation techniques, embracing data-oriented strategies, and incorporating implicit, inactive, and continuous evaluation techniques. Furthermore, POP 2.0 recognizes the value of utilizing various perspectives to effectively handle major organizational issues.

Updating the Duty of Care of Specialists and Collaborations

POP 2.0 promotes the development of forward-thinking proficiencies and anticipates an uprising in the roles of psychologists. POP 2.0 acknowledges the decline in interest in the “psychology of the individual” and the demand for low-cost, scalable, multi-tiered solutions that can be customized to meet the specific needs of different types of organizations. As a result, practitioners must shift from being facilitators to developers, focusing on becoming based on data technologists and analysts. Higher proficiency with digital and data becomes essential, making POP practitioners

data scientists in their core. In addition, POP practitioners' roles shift from advisors to partners, emphasizing the development of cooperative relationships with people and organizations in order to support their positive development and progress.

Aspects of Positive Organizational Psychology 2.0

There are eleven distinct characteristics that characterize POP 2.0 as a novel and adjustable approach to understanding and encouraging peak performance in workplaces. It highlights upon,

An Inclusive Methodology for Positive Organizational Governance: POP 2.0 proposes a comprehensive approach that recognizes the interplay between the macro (the community, policy), meso- (squad, leadership), and micro (citizen) factors influencing organizational systems. It looks at the complex, dynamic interactions that occur between people, groups, leaders, the structures of organizations, and broader societal consequences that arise from effective organization.

Relevance of Interrelated Fields: The necessity for collaborating ideas and perspectives from many academic fields has been highlighted in POP 2.0. In particular, it actively promotes and exploits its beliefs, techniques, and tactics in surrounding regions. In order to improve its understanding of positive organizational events, it also tries to extract knowledge from fields including information and interpersonal disciplines, humanities, anthropology, economics, and neurology.

Advanced Data-Enhanced Designs, Techniques, and Outcomes: With the objective to improve understanding and predict the best possible outcomes for both individuals and organizations, *Constructive Psychology in Organizations 2.0* depends upon complicated methods based on information. It investigates complex administrative data and discovers trends that lead to findings that are constructive by utilizing a variety of gauges, autonomous neural networks, and advanced statistical mathematical modelling techniques.

Accelerated Integration and Progress of Technology alteration through a Human Perspective: POP 2.0 finds and vigorously embraces the most current developments in the field that can be utilized to promote optimal functions within enterprises. It makes use of cutting-edge technology like Enhanced reality, virtual reality, and neural networks to create novel solutions, increase stakeholder collaboration, and improve wellbeing in both the online and offline spheres. Additionally, it actively works to develop cutting-edge technical solutions in order to evaluate, anticipate, and promote the positive states, traits, and actions associated with maintaining a human-centered approach to the best of its ability. The well-being and autonomy of workers has to be given top priority in the development and implementation of technological innovations.

Creating Beneficial Real and effective/computing Environments as well as Meta-Verses Requires Attention: POP 2.0 underscores the role that real-world and virtual/digital environments have in influencing interactions within organizations. It establishes considerable value on developing and improving physical spaces to support productivity, well-being, and beneficial relationships. It also emphasizes the development of virtual, digital, and meta environments that promote collaboration, information sharing, and engagement between people and groups, all the while enhancing effectiveness and well-being. The advancement of positive meta-verses—immersive virtual worlds that transcend convention and present novel chances for well-being, education, and collaboration—is the focus of POP 2.0. It aims to harness the potential of virtual environments and digital platforms to promote constructive interactions, deep connections, and cooperative objectives among people of all backgrounds.

Developing and Exploiting Artificial Human Companions: Certain psychological assessment 2.0 evaluates artificially intelligent companions' potential as tools to promote welfare and collaboration in workplaces. It investigates the use of AI-powered assistants and robotic partners to support people and groups in their work while providing specialized guidance, feedback, and

emotional assistance. It determines the ways that automated operation can free up human time and effort, allowing it to be directed more heavily onto the sorts of creative service initiatives that are beyond the current capacity of AI resources.

Techniques for Advancing Automaton-Living soul Collaboration: POP 2.0 targets establishing masterplan and frameworks for valuable human-robot collaboration in workplace settings. It addresses issues like confidence, interactions, and delegating duties to optimize the benefits of interaction between humans and robots and create peaceful work environments.

Dynamic Observation and Analysis of Supportive Qualities: POP 2.0 monitors and assesses positive traits in businesses by utilizing creative appraisal methodologies and live tracking technologies. In order to enable prompt responses and promote affirmative advancement, it facilitates frequent communication and evaluation of overall health, passion, team relationships, and other significant elements.

Enhancing Ecological Work and well-being Protocols: POP 2.0 ought to include elements that of environmentally friendly organizational strategies given the increased focus on ecological and environmental issues. This entails looking at how POP 2.0 may support the creation of environmentally conscious workplaces, promote eco-conscious behavior, and Encouraging leaders and staff to adopt a mindset of responsibility for the environment. This technique also supports the investigation of creative methods to improve work-related well-being while considering the impact on the environment and long-term viability of these treatments. The research delivers an in-depth evaluation of meta-analytic data on the success rate of a variety of pleasant psychological interventions (PPIs), demonstrating the significant effects on wellness and mental state consequences across different remedy types and populations Alan Carr et al., (2024)³⁴. Furthermore, positive corporate psychology acknowledges nano-positive therapies as dependable approaches. These straightforward, affordable measures can be easily incorporated into the organizational structure, encouraging positive attitudes, adaptability, and workers' general a sense of well. POP draws attention to long-term initiatives for job-related wellbeing in an effort to successfully achieve a balance amongst the well-being of workers and the environmental impacts of businesses. This approach advances the goal of creating a more sustainable and healthy work environment.

Acknowledging the desires of vulnerable and diverse generations and embracing equality, inclusion, and diversity: POP 2.0 stresses the importance of examining the ways in which companies may support global diversity, equality, and cross-cultural understanding. It cultivates diversity, fairness, and equality in organizations and develops and implements positive action plans that address the challenges faced by different groups. This entails recognizing and addressing cultural differences in employee welfare, organizational procedures, and leadership styles. Additionally, it emphasizes the empowerment of minority populations within businesses, giving voice to the voiceless, and recognizing the unique skills, contributions, and diversity of ages, civilizations, and ethnic backgrounds of people in building successful teams and nurturing engagement and well-being.

Inspiring Interested Individuals to Get involved: Several stakeholders are involved in POP 2.0, including editorial panels for publications, staff, executives of the organization, decision-makers, and the general public. Involving stakeholders ensures that research and interventions are significant and applicable in real organizational scenarios provides analytical perspectives, and promotes collaborations.

Barriers, Prospects, and Prospects for the Future

Since POP 2.0's foundation, features, and goal have been clearly defined, we examine the challenges and opportunities it presents. By examining these components, we are seeking to shed light on the important areas that require attention and the potential directions for POP 2.0 progression.

Understanding the Foundations of Philosophy

To advance POP 2.0, it is imperative to elucidate the meta-theoretical suppositions that inform its evolution. This entails outlining the discipline's theories' concrete goals and pointing out the kinds of theories or methodologies that must be developed to realize them. It is important to evaluate the standards for theory expansion and appraisal critically because doing so helps to create strict guidelines and rules. Besides, POP 2.0 will have a better and more cogent theoretical base if broad and foundational issues linked to the creation of overarching ideas are addressed. POP 2.0 should be proactive in creating an expansive perspective outlining its comprehension of organizational reality. Positive psychology is transforming. Its original identity is being called into question, and two different paths are emerging: one is the continuation of positive psychology as a branch of science, while the other is the formation of an innovative inter- or multidimensional domain that is centered on studies of holistic well-being and illustrates methodological innovation and meta theoretical clarification MP Wissing (2022)35. At some point POP 2.0 has the capacity to develop its own theories and research models designed especially for studying good organizational events. As useful as it is to draw upon relevant theories from other domains, the discipline cannot advance unless its unique theoretical contributions are explained. This calls for the development of conceptions and theoretical frameworks that capture the complex interactions between affirmative factors and organizational frameworks.

Multi-Dimensional, Inclusive Perspectives are Essential

An additional crucial hurdles for POP 2.0 is extending the gathering of unique endures regarding greater levels of abstractions for comprehending the various features of favorable companies (like in the case of utilizing a mean score of distinct endures to refer to 'group' experiences)SI Donaldson et al., (2022)6. This suggests that developing an analytical structure that takes into account the unique characteristics and actions that set organizations apart as productive groups is necessary, as opposed to just assembling a collection of one's personal experiences LE van Zyl et al., (2023)13. POP 2.0 can offer invaluable information into the design and management of companies by highlighting the specific qualities that improve affirmative organizational operation. Furthermore, POP 2.0 should also take into account how communal environments and structures affect how individuals, groups, and organizations function. Adopting a comprehensive approach which involves the community context would provide a deeper understanding of affirmative action and the interaction of many systems T Lomas et al., (2021)27. To truly understand the intricate nature of productive collaboration, POP 2.0 has to acknowledge and investigate the impact of societal factors on the formation of positive experiences at work. Exploring the socio-cultural, economic, geopolitical, and sociological factors that shape affirmative organizational behavior and practices will improve the field's understanding of constructive events in a variety of contexts. Organizations are realizing the value of meaningful work in fostering employee engagement as more people look for it. Further study is required since, despite endeavors across disciplines, there is a lack of a comprehensive knowledge of the characteristics that contribute to worthwhile job duties and proactive organizational promotion EI Lysova et al., (2019)36.

Through it quickly, the framework suggests that companies that want to foster meaningfulness should make use of workers' capacity to create meaning through (a) carefully thought-out, appropriate roles that hearten job adaptability, (b) innovative management within abundant cultures supported by such as guidelines and processes, and (c) cultures with laws that make it easier for people to access safe, fair jobs that promote professional-Personal balance. Regardless of being more than just a theory, the structure enables researchers to use appropriate statistical techniques, like as multilevel modeling, which is to empirically examine particular model elements

that represent the relationships between executives and/or employees across roles, companies, and geographic regions. A framework like this allows for the identification of well-being predictors at different levels while taking other layers' impacts into considerations.

Installing the Latest Innovations in Technology Rapidly

In order to stay contemporary and seize the opportunities posed by emerging technologies, Pop 2.0 needs to keep up with the rapid advancement of technology. This means integrating cutting-edge technologies into research, assessment, and developmental intervention approaches with passion T Lomas et al., (2021)²⁷. The industry should research emerging technologies and develop creative assessment and growth plans that make use of them. Adopting data-centric approaches such as AI, CLT, and massive data analysis can provide additional details on how best to operate within enterprises. Likewise POP 2.0 has the opportunity to research and create positive virtual environments that promote organizational and individual welfare in the metaverse. Digital environments that interact with the real world are referred to as meta-realities. We can change the way we approach job duties and interaction in the digital age by investigating the development of realistic digital workspaces designed to encourage team collaboration and unity as well as the formation of emotionally intelligent digital subordinates and supervisors. By creating and employing cutting-edge platforms, Positive workplace Psychology 2.0 can increase its impact and efficacy in promoting positive workplace connections. POP 2.0 ought to investigate how blockchain technology may be applied to manage autonomous identities and promote institutional trust. By utilizing blockchain technology, the field can come up with creative ways to raise moral standards, truthfulness, and togetherness in the workforce. Embracing the notion of “information technology duplicates,” which entails generating electronic copies of actual objects or procedures, might yield creative proposals that will improve the efficiency of an organization LE Van Zyl, S Rothmann (2022)²⁸.

Last but not least, POP 2.0 may have unique opportunities if they use immersive virtual reality. The discipline can improve education, teamwork, and wellbeing for individuals and groups by designing immersive experiences that simulate affirmative organizational situations. Additionally, Beneficial Corporate Psychology 2.0 offers opportunities to investigate collaboration and human-robot relations. Research in this field could focus on understanding and fostering better relationships between people and their AI counterparts as well as machines in the workplace. Investigating ways to improve human-robot cooperation can lead to increased output and effectiveness as well as improved wellbeing and organizational performance. Additionally, POP researchers ought to provide top priority to the creation and supervision of artificial human associates. This comprises developing interpersonal machines, collaborate robots, and AI-driven virtual mentors. In order to create more emotionally intelligent and human-like digital beings, this research may involve combining artificial intelligence, sentiment analysis, and self-directed animation. Developing good human-technology relationships requires an understanding of how these artificial friends might enhance collaboration, well-being, and productivity in work scenarios. Similarly, advances in computer-brain interface offer opportunities to study the fusion between technological advances and human cognitive functions. Electroencephalographic (EEG), neuro-informatics, and brain analysis research can shed light on how to use brain signals to control electronics, opening up new avenues for interaction and communication in the digital workplace.

And last, a possible direction for POP research is real-time condition monitoring. Thanks to technological advancements, organizations can now monitor and evaluate positive attributes in real-time. This enables swift responses and alterations to improve organizational outcomes as well as the efficiency of health and well-being.

POP's Supra-Digital, Inter Ethnic, and Aboriginal Points of View

The goals of Constructive Psychology in Organizations 2.0 should be to actively reflect and reinforce the perspectives of marginalized and ignored communities SI Donaldson et al., (2022)6. By acknowledging both native and various perspectives, the field may understand enthusiastic organization in a variety of cultural and socioeconomic contexts. Furthermore, considering metamorphic- or virtual outlooks will make it easier to look into how digital technologies interact with the welfare of organizations and citizens.

Tracking and Coordination

Whenever Positive Organizational Psychology 2.0 develops, professional supervision and standardized assessments and procedures become more and more important. The integrity and excellence of both study and practice in the field will be protected by the establishment of ethical standards and principles. In order to uphold ethical standards and promote the moral use of information, innovation, and measures Positive workplace psychology 2.0 ought to provide thorough ethical research and application guidelines. These standards should address privacy, informed decision-making, and the appropriate integration of technology breakthroughs to reduce risks and potential harm. Future research in the field of digital morality may focus on issues like identity management and data security. Defending one's confidentiality and trustworthiness in the subject of Positive Management Psychology requires evaluating the moral issues and creating standards for conscientious usage of information and privacy protection.

Maximizing the Utilized Research

In order to bridge theory and practice, Positive Organizational Psychology 2.0 should aggressively pursue opportunities for practical research. The discipline can directly influence and improve organizational procedures, rules, and interventions through collaborations with organizations, experts, and policymakers. Quantitative inquiry can support positive changes in organizations and society by promoting evidence-based decision-making.

Closure

To sum up, POP 2.0 represents a major shift in our understanding of good business trends and their effects. With its emphasis on trans disciplinary relevance, creative data-driven approaches, quick acceptance of technological breakthroughs, and improved collaboration between the scientific community and practical application, POP 2.0 offers novel perspectives for understanding and improving optimal functioning in organizations. By combining exhaustive, multiple layers of material strategies, POP 2.0 comprehends the collaboration among people, squads, leaders, corporate structures, and wider sociocultural implications, thus that create a platform for a wholehearted acceptance of positive management. Further research and application in POP have enormous potential to promote positive organizational interactions, improve welfare, and advance long-term organizational success.

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