

Well-being experiences and affects as an explanation of positive psychological capital and common emotional disorder in workers

Nilton S. Formiga¹, Ionara Dantas Estevam², Andrea Lucia Gondim de Melo Costa³, Jessica Daiany de Carvalho Silva Soares⁴, Lindoya Pinheiro Rodrigues⁵, Maria Lília Campêlo Soares⁶.

ABSTRACT

Introduction: The world of work has currently been impacted by structural factors of the organization and aspects related to technological implementation, economic changes and social behavior in relation to the quality of activities and work priorities, seeking not only survival, but also fulfillment and satisfaction. The theme of work and health has been of concern to managers and researchers in the human and social sciences, when associated with financial incentives, talent retention and productivity. It seeks to understand the implementation and maintenance of management strategies and organizational behavior in the demands of the new form of competitiveness and productivity in the workplace; Investing both in the evaluation of personal and work satisfaction and well-being and in the management of the emotions that the worker has with him is able to facilitate the development of positive skills aimed at the work relationship. **Objective:** The aim of this study was to evaluate the relationship between experiences and affects of subjective well-being (these related to happiness), positive psychological capital at work and mild emotional distress in Brazilian workers. **Sample:** A total of 202 professionals in various specialties participated and answered the Subjective Well-Being questionnaire, the Positive Psychological Capital at Work Scale, the Depression, Anxiety and Stress Scale, and the Sociodemographic and Professional Questionnaire. **Results:** There was a positive relationship between the experiences and effects of positive subjective well-being and positive psychological capital, and the latter, negatively, with anxiety, depression and stress; the negative experiences and affects of subjective well-being were negatively related to positive psychological capital, and positively related to anxiety, depression and stress. **Conclusion:** The study evaluated the important role of the person and their emotional management in relation to happiness and its influence on their work life. Thus, workers' health requires the valuation and investment of the organization's human resources, but also that workers develop perception, evaluation and investment in psychological mechanisms to assimilate and develop protective factors.

Keywords: Subjective well-being, Positive Psychological Capital, Emotional Disorder, Workers.

¹ Potiguar University/Ecosystems Ânima, Natal, RN - Brazil

² Potiguar University/Ecosystems Ânima, Natal, RN - Brazil

³ Potiguar University/Ecosystems Ânima, Natal, RN - Brazil

⁴ Potiguar University/Ecosystems Ânima, Natal, RN - Brazil

⁵ Potiguar University/Ecosystems Ânima, Natal, RN - Brazil

⁶ Potiguar University/Ecosystems Ânima, Natal, RN - Brazil