

Forgiveness and well-being at work can boost employee morale

December 15 2021, by David Bradley



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A new theoretical contribution to the research literature published in the International Journal of Business Excellence looks at workplace "forgiveness" and employee wellbeing and happiness. The analysis of the

various factors linking forgiveness to wellbeing and the role gender plays was carried out by Rinki Dahiya of the Indian Institute of Management Sirmaur, in Himachal Pradesh, India. It leads the author to offer some useful guidance for managers hoping to boost employee morale, happiness and nurture wellbeing.

The concept of positive organizational behavior has emerged in recent years as a component of understanding how to improve [business practices](#) with a focus on the wellbeing of the employees of the business in question. Over the years, researchers have thus looked at psychological wellbeing, spiritual wellbeing, subjective wellbeing, physical wellbeing, and prosocial behavior in various environments and contexts. Moreover, recent research has homed in on the idea that determinants of life satisfaction can be seen in the context of optimism, humor, [forgiveness](#), and finding meaning in life. The present paper looks at how forgiveness relates to happiness and wellbeing.

Dahiya found that forgiveness at work act is a predictor of happiness and also gender has a role as a moderator in this regard. The "findings suggest a need for psychological interventions to foster forgiveness and cultivate happiness in the organizational context," she writes.

Organizations might increase mistake tolerance and introduce earlier interventions when needed as well as promoting forgiveness in the workplace in order to cultivate [happiness](#). If managers and supervisors can create a more forgiving work environment, then employee [wellbeing](#) should improve to the benefit of the workforce as a whole and to the organization's goals, and ultimately its outputs and profit margins.

More information: Rinki Dahiya, Refusing to forgive is your own loss: relationship between forgiveness and employee happiness, *International Journal of Business Excellence* (2021). [DOI: 10.1504/IJBEX.2021.119459](#)

Provided by Inderscience

Citation: Forgiveness and well-being at work can boost employee morale (2021, December 15)
retrieved 25 April 2024 from

<https://phys.org/news/2021-12-well-being-boost-employee-morale.html>

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