Chapter 13
Interference of Mood States at Work with Perceived Performance, Perceived Efficacy, and Perceived Health

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ABSTRACT

The competencies of self-management and interpersonal relationship management play a crucial role in improving individual and organizational performance. Interference of mood states at work with perceived performance, perceived efficacy, and perceived health of individual workers needs to be clarified in redesigning an organizational environment which has an effect on enhancing the competence of individual self-management and interpersonal relationship management. This chapter provides some evidence on the relationship of mood states at work with perceived performance, perceived efficacy, and perceived health of the workers employed in beverage manufacturing plants and lapping chemicals manufacturing plants. The perceptions of performance, self-efficacy, and health status significantly differed among mood states at work. Vigorous mood at work gives positive effect on work perception which in turn leads to the enhancement of work ability and of interpersonal management competence. Vigorous mood at work gave effective power in changing organizational environment and in building in credibility among the participants, which promises a gain in intangible human assets in addition to tangible and extrinsic assets in redesigning innovative organization model.

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INTRODUCTION

Organizational management competencies are required for maintaining good interpersonal relationship in the advanced technological environment and for coping with the complexity in changing organizations and the diversity of social demands. The competencies of self-management and interpersonal relationship management play a crucial role in fostering human adaptability and in improving individual and organizational performance. Experiences of interpersonal relationship at work also play important roles in enhancing the values on work consciousness, mood states at work, members’ work attitudes in addition to technical knowledge and skills in the course of the recursive organizational learning. Focus on organizational climate or culture has been the concern of many recent studies on organizational management. In a good atmosphere of work environment, especially organizational culture appreciated by all the participants, organizational performance is improved and a credibility is more smoothly built on among the participants, while erroneous actions, accidental occurrences, or withdrawal attitudes are more easily controlled than in the organizations without a good atmosphere to all the stakeholders (George and Jones, 1996, 1997, Schmitt and Chan, 1998). The participants in an organization are expected to take the initiative and act as a leader in developing both themselves and coworkers and in building the bond to collaborate with team members for providing a higher quality of service. Having shared goals among organizational participants harnesses their motivation as well as their volition, and generates their performances to assure a competitive advantage in coping with the turbulence in society (Schwalzer, 1996, Senge, 1990, Barrett, 2006, Gottschalg and Zollo, 2007)

This chapter is focused on the interference of mood states at work with perceived performance, perceived efficacy and workers’ perceived health and also on causal relationship among structural variables in the case of workers engaging in manufacturing plants. Empirical evidence in this Chapter provides future directions on changing organizational climate or culture for workers to continue to work in a good mood, which leads to the assurance of competitive advantage.

METHODOLOGY FOR THE INVESTIGATIONS

Theoretical Backgrounds

As to emotional regulation competencies representing recognition of self and others’ competences, the competences of self management and interpersonal relationship are important factors in controlling mood states at work and in improving the quality of care (QOC). Our studies in the healthcare sectors suggest that a collaboration
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