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Virtuous Organizational Practices (VOP): From their conceptualization to their operationalization and the study of their relationship with psychological well-being, attitudes and behaviors of workers

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Research conducted under CIFRE convention with AD Conseil.

Abstract

Keywords: Virtuous organizational practices- Psychological well-being- Intention to stay- Organizational citizenship behaviors- Psychological capital- Person-organization fit

While the study of organizational practices favorable to the performance and involvement of workers has aroused great interest among researchers, the study of practices favorable to their psychological health is still in gestation. The general purpose of this doctoral dissertation was to contribute to the enrichment of this field of scientific literature through: (1) the conceptualization of Virtuous Organizational Practices (VOP) based on the Psychologically Healthy Workplace model of the American Psychological Association (APA), (2) the development of a tool to assess VOP, and (3) identification of the existing links between VOP on the one hand, and the psychological well-being, intentions and behaviors of workers on the other. To achieve these aims, three studies were conducted. The first, comprising three sub-studies, developed and validated a reliable tool to assess VOP (i.e., Virtuous Organizational Practices Inventory, VOPI) among a population of French workers from the private, public and associative sectors. The second study demonstrated that VOP were positively associated with job satisfaction, thriving at work and work-life balance, through the mediation of psychological capital. Finally, the third study found that VOP positively impacted the person-organization fit, which in turn promoted the intention to stay and the organizational citizenship behaviors of workers. This doctoral dissertation makes an innovative contribution to the scientific literature on organizational determinants of psychological well-being, positive attitudes and behaviors of workers and offers actors in the field an integrative and reliable tool to assess virtuous organizational practices.