

Public Abstract

First Name:Serge

Middle Name:

Last Name:Pires da Motta Veiga

Adviser's First Name:Daniel

Adviser's Last Name:Turban

Co-Adviser's First Name:

Co-Adviser's Last Name:

Graduation Term:SP 2013

Department:Business Administration

Degree:PhD

Title:PERCEIVED PROGRESS, AFFECT, AND INTENSITY: THE ROLE OF APPROACH-AVOIDANCE TEMPERAMENT AND OPTIMISM IN JOB SEARCH

Searching and finding their first job is a stepping stone in every graduating student's professional career. The purpose of this study was to better understand whether and how job seekers evaluate their progress, experience changes in their emotions, and adjust their intensity during their search for employment. Results from this study showed that perceptions of their progress were positively related to their experience of positive emotions and to the intensity of their job search, and negatively to their experience of negative emotions. Findings also showed that activated emotions, such as excitement and anxiety, were positively related to the intensity they exert looking for a job. In contrast, deactivated emotions, such as contentment and sadness, were negatively related to the intensity of their search. Finally, job seeker's individual differences in approach and avoidance motivation moderated the relationships between perceived progress and both activated positive emotions and deactivated negative emotions.