

EUDAIMONIC ORIENTATION: THE PURSUIT OF THE BEST SELF

Wan Yan

Prof. Daniel Turban
Dissertation Advisor

ABSTRACT

The purpose of this dissertation is to integrate the concept of eudaimonia into management literature to enhance our understanding of employees' optimal functioning in the workplace. A lack of a scientific measure that properly reflects the philosophical roots of eudaimonia, however, can be an obstacle to the research in this field. By drawing on literature on eudaimonia from both the philosophical and psychology disciplines, I developed and validated a higher-order construct of eudaimonic orientation which describes one's desire to develop the best in one's self and to express one's core self in the service of the greater good. In Study 1, I collected samples from 700 students and 194 dyads through online surveys. Results of Study 1 provided good support for the structural and psychometric properties of EOS. Building upon Study 1, I further developed a model of eudaimonic orientation at work and examined the effect of eudaimonic orientation on job attitudes and job performance. Samples of 690 professionals and 192 dyads were collected through online surveys. The results generally support the arguments that eudaimonic orientation is a motivational individual characteristic and that motivational states and self-regulatory strategies provide two vital sources for motivation.