

INTRODUCTION

Tena koutou and welcome to the NZ Journal of Human Resource Management's special issue on *Positive Psychology at Work*. Positive Psychology at work is the applied study of human flourishing and optimal functioning. It is grounded in the belief that people want to lead meaningful and fulfilling lives, to cultivate what is best within them and to enhance their experiences of work. One of the principal aims has been to redress the imbalance of research from the deficit or illness approach, towards harnessing the benefits of flourishing and positivity at work. In 2001 Fred Luthans led the organisational and applied focus of positive psychology into the workplace, setting standards of research and expectations, and the area has continued to surge. Last year, Donaldson, Dollwet and Rao conducted a systematic review and identified 1336 articles published between 1999 and 2013 in the area. The findings demonstrate that positive psychology is a growing and vibrant area, committed to using the same rigorous scientific methods as other academic disciplines, and dedicated to the pursuit of understanding well-being, excellence and optimal human functioning at work. This special issue contributes to improving our understanding of positive psychology in the New Zealand workplace and publishes a range of perspectives in the area.

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It is my pleasure to introduce our guest co-editor, Professor Fred Luthans, whose seminal work ignited and encouraged the development and growth in this area. Fred is one of the most well-known and internationally recognised researchers in the field, and a long standing supporter of new and emerging researchers (including here in NZ). I am delighted to have Fred's support for New Zealand positive psychology at work researchers, and his extensive insight and expertise adds weight to the importance of pursuing research in the field.

As New Zealand academics and managers, the following whakatauki is something for us all to consider as we seek to positively influence the lives of others.

He aha te mea nui o te ao

What is the most important thing in the world?

He tangata, he tangata, he tangata

It is the people, it is the people, it is the people.

I hope that you find the editorial and articles interesting and informative.

Dr Maree Roche (MHRINZ)

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New Zealand