

## **Abstract**

A substantial share of our daily life is devoted to working and generating productivity, in most cases at a workplace; therefore better workplace psychological wellbeing is important to make us feel content and satisfied as human beings. Following the discipline of positive psychology, the present study examined the relationship between employee psychological wellbeing and work performance. Four internal factors and environmental factors, i.e. “workplace wellbeing,” “positive psychological capital” (which consists of self-efficacy, optimism, hope and resilience), “workplace relationship” and “workplace leadership”, were identified, and examined for their effect on creating happiness for workers. In turn, the study questioned whether these variables would result in better performance. Provisional items of each variable in the self-reported survey were extracted from the literature on workplace positive psychology and were adapted to capture the psychological wellbeing of employees’ work life. The 45-item survey was completed by a nonclinical sample of 60 full-time workers of a medium-sized company. Although correlations between the four psychological factors and work performance were not found in the study, the significant inter-item correlations implied that organizations could enhance one of the psychological variables (i.e. workplace wellbeing, psychological capital, workplace relationship and workplace leadership) for their employees to improve their workplace wellbeing and foster positive workplace experience. The limitations of this research and potential positive psychological interventions from employers and employees were further discussed. Lastly, practical implications for future research directions conclude the article.