ABSTRACT

The concept of 'work passion' has gained popularity in recent years especially among practitioners and consultants. Various authors have noted down the importance of 'work passion' for enhancing organizational performance, business growth and success, yet to support these arguments only few empirical studies exists. This study begins with the development of valid and reliable measure of 'work passion'. In doing so, dimensions of 'work passion' were identified with the help of literature and expert interviews. To measure these dimensions, various items were generated and these items were subjected to exploratory factor analysis (EFA) and confirmatory factor analysis (CFA). Result of both EFA and CFA yielded a 17-item work passion scale (WPS) with four distinct dimensions.

Further, a model investigating effect of self-efficacy and perceived organizational support (POS) on work passion and the role of work passion in predicting career satisfaction was developed and tested via structural equation modelling (SEM). Results suggest that self-efficacy and POS are positively related to work passion and work passion is positively related to career satisfaction. Results also confirm that work passion partially mediates the relationship between antecedents and career satisfaction. This study makes a significant contribution in the field of positive organizational behaviour. Implications of the study and propositions for future research are offered.