Pathology Positive Thinking and Empowering Human Resources and Its Executive Strategies

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Abstract
Different organizations have different goals, from acquiring profit to doing welfare works, but in all organizations what is common to achieve these goals is the empowerment and creating a spirit of positive thinking in human resources, to achieve predetermined goals. The rules of business and management is on the basis that organizations are usually leading and successful which their forces are powerful and optimist. But this empowerment and positive thinking that senior managers and human resource management are seeking it for their human resources, with all its positive points because of mismanagement, lack of appropriate cultural context, inappropriate recruitment, lack of adequate human resources structure, unrealistic and exaggerated praise of individuals and ... can harm human forces and organization. This article explains the issue of empowerment and positive thinking and then expresses their injuries and finally offers several strategies.

Keywords: Empowerment, Positive attitude psychology, positive thinking, human resources

Introduction
Today, researchers and management scholars believe that the knowledge and skills of employees is the most important source and competitive advantage for an organization (Hendry & Pettigrew, 1990; Lepak & Snell, 1999; Garavan, 2007). They believe that human resources because of scarce, valuable, non-substitutable and hard to imitate are very important (Cabrera, 2003). The reality is that if we do not have creative people, knowledge workers, gourmet opportunities and issues explanatory in organizations, we will lose a lot of opportunities and situations. To achieve the purpose of globalization, or even stay competitive in the market, today, empowerment of human resources and creation and training of optimist forces in order to continue the development and progress of the organization is necessary. Management scientists believed that positive changes in the human forces is the root of all organizational success. Obviously, if there is no change in the structure of human resources, the organization is doomed. This empowerment and positive thinking of human resource with all the benefits that people are aware of it and many thinkers in the world and in all ages have reasons to describe them, have also injuries and some disadvantages.

In the following, definitions of empowerment of the human resource, positive thinking and their injuries, and finally few practical solutions will be explained.

Defining empowerment of the human resource
Written texts show three types of the concept of empowerment of the human resources. These concepts include;
1- Empowerment as delegation of authority and decision-making power to the subjects is considered.
2- Empowerment is a motivational factor that increases by the people’s sense of self-efficacy.
3- Empowerment of the human forces is a psychological concept that is related to moods, emotions, and beliefs of the people to job and the organization and is defined as the process of enhancing intrinsic motivation which includes five dimensions: the sense of competence (self-efficacy), sense of autonomy (choice), effectiveness (impact), sense of being significant (valuable) and confidence (security) (Tabarsa and Ahangar, 1987; Conger and Kanungo, 1988). In addition to these concepts, in author’s opinion, training human forces by implementing training programs and gain experience from other experienced forces, as well as passing time on the job, will work on empowerment of human forces. In this article, the purpose of empowering human resources is all concepts related to it hence empowerment through granting positions, empowerment of the scientific and skill and motivational empowerment. Empowerment has general and specific meanings and numerous interpretations and thus because of the diversity of definitions and approaches, integrity and solidarity about this concept has been faced with the problem, so that in the definitions of empowerment, several factors are considered such as intrinsic motivation, understanding and commitment, job structure, power transfer or authority and sharing of resources and information (Robbins et al, 2002). But in general, empowerment refers to the process which during it, managers will help employees gain the ability to make independent decisions. This process not only in individual's performance but also in their personalities is also effective. The most important concept of empowerment is delegation of authority to the lowest levels of the organization. Decision-making process should have a high degree of decentralization and individuals or working groups should also be responsible for an integral part of work processes.
(Lawler, 1994). Each element in the empowerment process management model such as achievements, goals, strategies and empowerment controls contributes to the development and understanding of empowerment (Han et al, 2009).

**Positive attitude psychology and positive thinking**

Positive attitude is one of the newest branches of psychology. This particular field of psychology focuses on human success. While many other branches of psychology focus on disorders and abnormal behaviors, Positive psychology focuses on helping people happy and greater satisfaction (Luthans and Jensen, 2002). Seligman and Csikszentmihalyi (2000) described positive psychology as follows: We believe that the psychology of human positive performance will appear and will be accepted by the scientific and will have a significant role in the growth and development of individuals, families and communities. Positive thinking or the same think technology is a new system of planning in the unconscious which through it is created enormous changes in the system of thought, personality, beliefs and spirit of a human. The new technology of the newly proposed and taught by the doctor Alireza Azmandian (1390), thought technology founder in Iran, with the creation of beautiful ideas in a world of hope and confidence in the person, makes the most beautiful personality of the person and with the continuous efforts and effective for the future leads to the creation of the highest achievements of a productive life. In a very simple classification, human thoughts can be classified in two categories, positive and negative. This type of classification is the special focus of the attention of the Counseling Psychology and especially consultants who have the cognitive perspective. In this classification has been detected both positive and negative thoughts in human and it is believed that overcome each of them on one’s mind will appear his lifestyle in large part. So that, this simple thoughts may easily cause person lifestyle differences with others or with himself at different stages (Luthans and Jensen, 2002; Bakker and Schaufeli, 2008). According to this classification, positive thoughts included those thoughts which can have beneficial effects on the mind and behavior. They are guidance and is often led to the pleasant life and enjoy the workplace. People who have such thoughts are less affected by stress or at least can easily release themselves from such situation. These individuals have higher self-esteem, good vision about themselves and generally their thoughts revolves around health and well-being. These people are optimistic and generally are successful in their jobs and organizations can take advantage of them on the basis of matching job with employees. It is important to mention here that psychological scientists are distinguished between scientific theory of positive attitude psychology and positive thinking knowledge or the same thinking technology and success. Positive attitude psychology is a positive view to the problems but taking into account existing disadvantages and effort to fix them. Empowerment injuries of the human resource and positive thinking of the human resources

**Topic discussed in this article is about the injuries and disadvantages of positive thinking and empowerment of the human resource.** Positive thinking and empowerment of the human resource are not inherently negative components but senior management and human resources management for the empowerment and positive thinking in their human resources provide a lot of plans and programs and spend huge time and costs for creating empowerment and positive thinking of their human forces. According to the authors, what for senior management is a tool and for human resource management is the aim (ie empowerment and positive thinking), when is converted to the injury that in the well context and appropriate environment is not planned or executed. So it is not irrelevant that to these factors are added concept of capacity and acceptance power of these empowerments and positive thinking in staff. Empowerment must be taken in an appropriate context with an open mind and thriving. As there is no possibility of pouring two liters of water in one-liter container, this law also is true in humans. According to one of the elders: In a land where shadow of small people has been seen large light small, the sun in the land is on the wane. It is also within organizations and when context of empowerment and positive thinking for individuals is not well-founded, empowerment and positive thinking turns to an injury and led astray person and ultimately organization. These injuries are listed and described in the following.

![Figure 1: Injuries of empowerment and positivism of human resources](image-url)
Injuries of empowerment of the human resources
1. Inflated with pride
Empowerment of the human resources can be led to the pride and arrogance. So that the powerful person considers himself superior to others and knows himself superior to other colleagues and his peers.
2. Create and strengthen the spurious self-confidence
Self-confidence is a positive trait, but if this self-confidence doesn’t have a strong and powerful scientific support, self-confidence is spurious that he claims to be skilled and expert but in fact, he is not what seems.
3. Narcissism and megalomania
Empowerment can be led to selfishness and megalomania of some people. This bad trait leads to rejection person by others and creates a series of non-productive communications and interactions within the organization.
4. Denial of opinions, ideas and criticism of others
In some individuals, empowerment can cause a person to not accept and not accept comments, ideas and criticism from others and even shows a negative reaction to comments, suggestions and criticisms of the others.
5. Lack of proper and constructive communication with colleagues
A person who considers himself superior to others, in his communication will also have problems and lose the possibility of creating a healthy and constructive relationship.
6. Poor learning
Create the pride and arrogance and megalomania causes that person knows himself a full and perfect human and also a needless person from training and knowledge acquisition, expertise and skills.
7. Lack of proper communication with superiors and subordinates
These people will have problems in professional and working communications because they know differentiate themselves from other and usually think that superiors are illiterate and incompetent and subordinates are fool and stupid.
8. Falling into criticism
Usually in such individuals, criticism of everyone and everything is great and extreme and they can’t handle the conditions, workplace, colleagues, superiors and subordinates and know themselves captive in this environment and situation.
9. Creating tensions and conflicts with colleagues and clients
Sense of pride and selfishness and also lack of proper communication leads to increase the stress in the workplace these such individuals which finally leads to create an unhealthy environment for staff and also the dissatisfaction of customers and clients.
10. Increase the likelihood of displacement and desertion
Dissatisfaction for the reasons mentioned above leads to create a sense of dissatisfaction in the workplace, dissatisfaction with colleagues, sense of the small organization in terms of lack of meeting the mental, physical and spiritual needs, and increases the likelihood of displacement and even leave the organization.
11. Increase the likelihood of abuse of the power, skill and expertise
Megalomania can cause to abuse a person. So that the person does not entirely use him expertise for the organization. Even in many cases, the person to offer his skills and expertise to the organization (for example, when an organization in a technical dimension is faced to the problem and that person has the required ability to solve it), in return for a reward, do that. Likewise, abuse the person from his positions for personal tasks (use the company car and driver for the private works) or the misuse of institutional power to settle personal accounts with others.
12. Increase the unreasonable expectations in terms of finance, position, etc.
From other injuries of the human resource empowerment is the increase of unreasonable expectations that most of its cases is related to increase the salaries and positions. Failure to provide these items will reduce the efficiency and effectiveness of person.
13. Creating informal groups to intensify the spirit of protest and strengthen the pride and spurious self-confidence
The formation of informal groups in organizations is almost inevitable. The influence of these individuals in the informal groups can be dangerous and is led to strengthen the spirit of protest, megalomania, pride and spurious self-confidence in informal groups, and ultimately in the organization.
It should be noted that in addition to empowerment, positive thinking also with all its benefits could be have disadvantages and injuries which is explained in the following.

Injuries of the positive thinking
1. Ignoring the reality
If positive thinking be in the extreme situation, leads to ignoring the reality. Optimist person sees the realities and facts of life from himself view and as he likes.
2. Reduce the efforts
Extreme optimism and positive thinking leads to the reduction of person effort. Since, the optimist and positive person sees his environment in a positive and optimism view, he knows enough the efforts of others and his luck and does not feel the need to efforts in himself.

3. Reduce the seriousness at work
Trust and optimism to the around environment is negatively affected in the seriousness at work and the belief that everything is good in the end leads to the reduction of seriousness at work.

4. Reduce the attention at work
Such people will not be good forces for works that require much more care and attention.

5. Lack of trust to them in the sensitive and critical tasks
Person who positive thinking is high on him, usually for sensitive works and tasks that require carefully and with much attention, can not be reasonable force.

6. For confidential jobs are not good forces
These people for confidential tasks and jobs that keep the secrets is the nature of the work, will not be fruitful.

**Strategies for injuries of the empowering human resources**

1. Creating an appropriate culture context
   It can almost be said that the foundation and right and wrong of the anything run depends largely on the preparation and provision of appropriate cultural context for the implementation of it. Culture can be a major factor in the success or failure of any project, task, law and anything else. In order to create an appropriate cultural context and strengthen people to acquire knowledge, skills, expertise, power and authority, delegation and anything else shall be established based on a true culture.

2. Recruiting qualified and experienced person and without claim along with such personnel
   View and work with people with experience and expert at work and collaborative with them, as well as knowing who is mightier than themselves and understand the old adage that “hand over hand is very much”, all of them leads to stop feeling proud and issues mentioned above.

3. Selecting and appointing competent person using psychology and human resources professionals
   Have long insisted that anyone made to work, in the human resources management is also proven that any person for the one job or ultimately several limited job is proper. All persons don’t have the ability to manage and supervise and even some people also acceptance capacity of the empowerment. Persons based on their and capacity and acceptance can acquire knowledge, skills and positions and so on. Because in some people, acquire the knowledge, skills and authority leads to personality changes and ultimately leads to inefficiency unit and even an organizations. So, for the selecting and hiring of personnel, delegation of authority and granting position should be used from the specialists in psychology and human resources to any person for the right job is selected and the necessary planning to be done in order to design a job with employees.

4. Education and empowerment in way of step by step
   Create the context and acceptance capacity in the individuals and step by step empowerment of human resources is one another of suggested strategies of authors. As a person after passing the elementary school enters to junior high, high school and eventually university, in the organization should also go forward step by step to develop and build the human forces and the granting of positions with proper planning.

5. Empowerment of human resources based on competence
   Using the criteria instead of the relationship and using the Meritocracy law may also prevent the decline and failure of the organization and will be from the prevention strategies of such injuries.

6. Substitution
One another way of empowerment of human resources that is done by granting positions, is the substitution. In order to prevent of injuries, person must be placed in the path of substitution and acquires experience, training, and necessary aspect and power.

**Strategies for injuries of the positive thinking**

1. Confrontation of individuals with reality
   View the facts and deal with it in the balancing of extreme positive thinking is effective.
2. Acquire the experience
   Acquire the experience and the passage of time also helps stabilize the unhealthy positivistic.
3. Reflecting on the evolution of the organization and learning from the experiences of others
   Gain the information about evolution of the organization and research on events in the past can reveal more facts to the person.

**Conclusion**

Optimist and powerful forces can cause empowerment and leading an organization but on the other hand, wishful thinking, without aspect and proud forces can also destroy an organization. Maintain the balance in positive thinking, create the proper context and create the powerful and positive forces in an organization are the guarantor of the preservation and survival of the organization. It can be said that proper recruitment and selection of human forces, correct compliance of the job with employees, creating a fertile context for the growth and development of talented individuals, creating the right culture in order to foster positive and strong human forces that respect to the organization investment and use the gained lessons and experiences in more improvement an organization, lead to growth and development an organization. Finally it should be noted that no factor should not lead to regret the management from empowering and creating positive thinking of the staff but by taking measures that are useful in this discussion according to the authors could prevent possible injuries two categories of empowerment and positive thinking. We look forward to the emergence of powerful and progressive organizations with forces of strong and optimistic for our beloved country.

**References**