

This video discusses the concept of work passion, particularly in healthcare settings like nursing, and challenges the common belief that high levels of passion always lead to enhanced performance and job satisfaction. It highlights that while work passion is generally viewed as a desirable trait that can increase engagement, commitment, and creativity—especially in high-stress fields like healthcare—it can also have negative effects when it becomes excessive or when the work environment is unsupportive.

The research identifies three core elements of work passion: affect (positive emotions associated with job activities), motivation (devotion of time to activities often at the expense of others), and identity (evaluation of work as meaningful and integral to one's self). It differentiates between harmonious passion, which is beneficial, and obsessive passion, which can lead to negative outcomes, especially in politically charged or ambiguous work environments.

The study conducted involved nurses and examined how different levels of passion influenced various work outcomes, including job satisfaction and performance. It revealed that moderate levels of passion were optimal for positive outcomes, while excessive passion could lead to increased workload without corresponding job satisfaction. Additionally, high organizational politics were found to require a balanced passion level for effective outcomes.

The findings suggest that organizations should not indiscriminately promote high passion among employees, but rather, foster environments where employees can effectively navigate political dynamics to harness their passion positively. In practice, developing skills such as political acumen can help employees manage their passion constructively, ensuring they do not experience negative consequences from excessive dedication or unclear expectations.