

INPLASY

The Relationship Between Emotional Resilience, Well-Being, and Productivity in Corporate Environments: A Systematic Review

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ADMINISTRATIVE INFORMATION

Support - None.

Review Stage at time of this submission - Formal screening of search results against eligibility criteria.

Conflicts of interest - None declared.

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Amendments - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 20 November 2024 and was last updated on 20 November 2024.

INTRODUCTION

Review question / Objective Research Question: What factors related to emotional resilience and well-being influence productivity in corporate environments?

Objective: To identify, synthesize, and analyze evidence on the relationship between emotional resilience, well-being, and productivity in organizational contexts, with a focus on leadership, interventions, and promoting factors.

Condition being studied The growing pressure in corporate environments represents a significant challenge to employees' emotional health, often compromising their well-being and productivity. Emotional resilience, understood as a dynamic process of positive adaptation to adversity, is crucial for sustaining productivity in high-demand contexts. Elements such as emotional regulation, social support, and coping strategies have been identified as key factors in promoting well-being and enhancing workplace performance (Bonanno, 2004).

Emotional intelligence emerges as a central component in developing resilience and boosting productivity. A recent meta-analysis highlights the strong relationship between emotional intelligence and positive employee outcomes, such as higher job satisfaction, lower turnover, and improved organizational performance (Doğru, 2022). Furthermore, advances in emotional intelligence models incorporate implicit and explicit attitudes, offering innovative approaches to understanding how emotions and behaviors inter

METHODS

Search strategy • Electronic Databases: SCOPUS, Web of Science, and PubMed.

These databases were selected for their complementary coverage and robust relevance to the topic. SCOPUS and Web of Science ensure interdisciplinary and comprehensive coverage of organizational and social literature, while PubMed provides essential biomedical insights, enabling the exploration of the intersection between mental health and workplace productivity. Together, these

databases ensure a thorough and high-quality systematic review.

Search Date: November 18, 2024

• Results:

o SCOPUS: 82 articles

o Web of Science: 183 articles

o PubMed: 41 articles

SCOPUS: TITLE-ABS-KEY (("emotional resilience" OR "psychological resilience" OR "resilience") AND ("well-being" OR "mental health" OR "psychological well-being" OR "workplace wellness") AND ("productivity" OR "performance" OR "work efficiency" OR "organizational outcomes") AND ("workplace" OR "corporate environment" OR "occupational setting" OR "organizations") AND ("leadership" OR "leaders" OR "management" OR "organizational leadership")) AND (LIMIT-TO (SUBJAREA , "MEDI") OR LIMIT-TO (SUBJAREA , "BUSI") OR LIMIT-TO (SUBJAREA , "PSYC") OR LIMIT-TO (SUBJAREA , "SOCI") OR LIMIT-TO (SUBJAREA , "ECON") OR LIMIT-TO (SUBJAREA , "NEUR") OR LIMIT-TO (SUBJAREA , "HEAL")) AND (LIMIT-TO (EXACTKEYWORD , "Resilience") OR LIMIT-TO (EXACTKEYWORD , "Workplace") OR LIMIT-TO (EXACTKEYWORD , "Mental Health") OR LIMIT-TO (EXACTKEYWORD , "Leadership") OR LIMIT-TO (EXACTKEYWORD , "Psychological Resilience") OR LIMIT-TO (EXACTKEYWORD , "Psychology") OR LIMIT-TO (EXACTKEYWORD , "Wellbeing") OR LIMIT-TO (EXACTKEYWORD , "Well-being") OR LIMIT-TO (EXACTKEYWORD , "Organization And Management") OR LIMIT-TO (EXACTKEYWORD , "Organization") OR LIMIT-TO (EXACTKEYWORD , "Work Environment") OR LIMIT-TO (EXACTKEYWORD , "Resilience, Psychological") OR LIMIT-TO (EXACTKEYWORD , "Job Performance") OR LIMIT-TO (EXACTKEYWORD , "Psychological Well-being") OR LIMIT-TO (EXACTKEYWORD , "Productivity") OR LIMIT-TO (EXACTKEYWORD , "Emotion") OR LIMIT-TO (EXACTKEYWORD , "Coping") OR LIMIT-TO (EXACTKEYWORD , "Emotional Stress") OR LIMIT-TO (EXACTKEYWORD , "Adaptation, Psychological") OR LIMIT-TO (EXACTKEYWORD , "Task Performance") OR LIMIT-TO (EXACTKEYWORD , "Professional Well-being") OR LIMIT-TO (EXACTKEYWORD , "Performance") OR LIMIT-TO (EXACTKEYWORD , "Employee Resilience") OR LIMIT-TO (EXACTKEYWORD , "Emotional Intelligence") OR LIMIT-TO (EXACTKEYWORD , "Work Performance") OR LIMIT-TO (EXACTKEYWORD , "Wellness") OR LIMIT-TO (EXACTKEYWORD , "Physiological Stress") OR LIMIT-TO (EXACTKEYWORD , "Management")) OR LIMIT-TO

(EXACTKEYWORD , "Leaders") OR LIMIT-TO (EXACTKEYWORD , "Emotions") OR LIMIT-TO (EXACTKEYWORD , "Emotional Exhaustion")) AND (LIMIT-TO (DOCTYPE , "ar") OR LIMIT-TO (DOCTYPE , "re")) AND (LIMIT-TO (LANGUAGE , "English"))

WEB OF SCIENCE: ("emotional resilience" OR "psychological resilience" OR "resilience") AND ("well-being" OR "mental health" OR "psychological well-being" OR "workplace wellness") AND ("productivity" OR "performance" OR "work efficiency" OR "organizational outcomes") AND ("workplace" OR "corporate environment" OR "occupational setting" OR "organizations") AND ("leadership" OR "leaders" OR "management" OR "organizational leadership") (All Fields) and Article or Review Article (Document Types) and English (Languages)

PubMed: (("emotional resilience"[All Fields] OR "psychological resilience"[All Fields] OR "resilience"[All Fields]) AND ("well-being"[All Fields] OR "mental health"[All Fields] OR "psychological well-being"[All Fields] OR "workplace wellness"[All Fields]) AND ("productivity"[All Fields] OR "performance"[All Fields] OR "work efficiency"[All Fields] OR "organizational outcomes"[All Fields]) AND ("workplace"[All Fields] OR "corporate environment"[All Fields] OR "occupational setting"[All Fields] OR "organizations"[All Fields]) AND ("leadership"[All Fields] OR "leaders"[All Fields] OR "management"[All Fields])).

Participant or population Organizational leaders.

Intervention None.

Comparator None.

Study designs to be included Systematic review.

Eligibility criteria

1-Inclusion Criteria:

- Studies explicitly addressing the relationship between emotional resilience, well-being, leadership, and/or productivity in corporate or organizational environments.
- Peer-reviewed scientific articles.
- Original studies (quantitative, qualitative, or mixed methods), systematic reviews, and meta-analyses.
- Research conducted in corporate or organizational settings, spanning any industry sector (e.g., industry, services, healthcare, technology).
- Studies published in English, with no time restrictions.

2- Exclusion Criteria:

- Studies that do not focus on the main themes (emotional resilience, well-being, leadership, or productivity).
- Articles mentioning these concepts tangentially, without analyzing their relationships in a corporate context.
- Letters to the editor, conference abstracts, media reports, and news feeds.
- Essays or opinions without empirical data or in-depth analyses.
- Studies outside organizational contexts or focused exclusively on non-workplace populations.

Information sources • Electronic Databases: SCOPUS, Web of Science, and PubMed.

These databases were selected for their complementary coverage and robust relevance to the topic. SCOPUS and Web of Science ensure interdisciplinary and comprehensive coverage of organizational and social literature, while PubMed provides essential biomedical insights, enabling the exploration of the intersection between mental health and workplace productivity. Together, these databases ensure a thorough and high-quality systematic review.

Main outcome(s) To identify, synthesize, and analyze evidence on the relationship between emotional resilience, well-being, and productivity in organizational contexts, with a focus on leadership, interventions, and promoting factors.

Quality assessment / Risk of bias analysis 1- Removal of Duplicated Literature

After retrieving results from the selected databases, an initial step will be undertaken to exclude duplicate studies.

2- Screening Steps

The selection process will follow three sequential steps:

- (1) Title Screening:

Article titles will be evaluated based on exclusion criteria, ensuring that studies not focused on the theme of this systematic review are discarded at this initial stage.

- (2) Abstract Screening:

Abstracts of selected articles will be analyzed to verify their relevance concerning the inclusion and exclusion criteria.

- (3) Full-Text Screening:

Full texts of articles that pass the abstract screening will be assessed according to the established eligibility criteria. Only studies meeting all the criteria will be included in the review.

3- Reviewer Agreement

The screening process will be conducted by two independent reviewers. Screening will begin only after achieving at least 75% agreement between the reviewers in a pilot test applied to a sample of articles to ensure consistency in applying the criteria. In case of discrepancies, a third reviewer will be consulted to resolve conflicts.

4-Reporting Research Results

The results of the selection process will be presented in a PRISMA-ScR (PRISMA Extended Scoping Review) flow diagram. This flowchart will detail the screening stages, from the initial number of identified studies to the final articles included in the review, with justification provided for exclusions at each stage.

5- Data Registry and Export

All information regarding selected articles, rejected articles, and reasons for exclusion will be recorded in an Excel file. This registry will be used for analysis and as documentation for auditing the review process.

Verification matrices will be employed by two independent researchers to assess the methodological quality of the included systematic reviews and reduce the risk of bias from other studies.

To evaluate the quality of studies contained within the systematic review, the following matrices will be used:

Qualitative Studies:

Critical Review Form - Qualitative Studies (Version 2.0) - Letts, L., Wilkins, S., Law, M., Stewart, D., Bosch, J., & Westmorland, M. (2007).

Quantitative Studies:

Law M, Stewart D, Pollock N, Letts L, Bosch J, Westmorland M. Critical review form—quantitative studies. Hamilton: Mac- Master University (1998).

Systematic Reviews:

Matriz AMSTAR-2.

Strategy of data synthesis 1. Thematic Analysis and Data Coding

- A content analysis approach will be used to identify patterns, concepts, and emerging categories within the included studies. Main categories will be predefined (e.g., factors promoting resilience, the well-being/productivity relationship, and effective interventions), but additional subcategories may emerge during the analysis.

- The MAXQDA tool will be utilized to facilitate the coding and organization of qualitative data, ensuring a more detailed and reliable analysis.

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- The context of each study, key actors, geographical location, objectives, information sources, methodology, and results will be examined.
 - Data will be synthesized using an MS Excel spreadsheet. Before data extraction, the first author will develop a codebook to guide the data synthesis process. The first author will act as the primary coder. The primary and secondary coders on the research team will independently analyze the same 10% of the data to validate the coding approach.

Subgroup analysis None.

Sensitivity analysis The PRISMA-ScR (2020) framework will be used to guide and document the selection and reporting process for the systematic review. This approach ensures transparency, replicability, and a comprehensive account of how evidence was identified, screened, and included.

Language restriction English.

Country(ies) involved Portugal.

Keywords Emotional resilience; well-being; productivity; corporate environment; mental health; leadership; organizational performance.

Contributions of each author

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