Positive Organizational Scholarship is an umbrella concept used to emphasize what elevates and what is inspiring to individuals and organizations. Positive Organizational Scholarship (POS) is a relatively new development in the field of organizational behavior. It is an umbrella concept used to emphasize what elevates and what is inspiring to individuals and organizations. The Oxford Handbook of Positive Organizational Scholarship is a comprehensive resource that covers the full spectrum of organizational behavior, including research, theory, and practice. The handbook is edited by Kim S. Cameron and Gretchen M. Spreitzer, and published by Oxford University Press.