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Professional agency and emotions at work

Professional agency is crucial for the learning and creativity of employees and for the development and success of organisations. To contribute to this agency discussion, we examined professional agency and emotions at work and their relationship. The data were collected via an online survey (n = 777) from an expert organisation in a technical field. In addition to descriptive statistics, we analysed the data via the analysis of variance and structural equation models. Professional agency was reported to be at a fairly high level and positive emotions were experienced more often than negative emotions. In particular, supervisory and administrative positions were found to have a significant positive impact on both agency and emotions at work. Furthermore, the results show that professional agency is strongly related to emotions at work. The results indicate the need to recognise professional agency and its supportive practices to promote positive emotions at work.

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