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How was your day? A within-person analysis of how mental health may moderate the route from daily micro-events to satisfaction after work via affect and contextual performance

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This study builds on the affective events theory and the conservation of resources theory to propose a model that analyses an affect-to-behaviour-to-outcome route, highlighting how daily micro-events and subsequent affective reactions lead to behaviours (performance) and cognitions (satisfaction after work), and how mental health moderates this process. Results from a 5-day diary study, during the pandemic ($N = 250$, $n = 1221$), provided data to test the proposed affect-to-behaviour-to-outcome route. Poorer mental health buffered the positive within-person relationship between daily micro-events, affective reactions, performance and satisfaction after work, suggesting that high levels of mental health allowed individuals to maximise the benefits of positive daily micro-events in their satisfaction after work via affect and performance. This study presents original research analysing how situational factors create a route through which individuals experience affective reactions that influence their work behaviour, and in turn their levels of satisfaction after work.

Keywords: Daily micro-events; Performance; Satisfaction; Mental health; Daily study.

Daily micro-events—the tiny events that happen at work on a daily basis—are a constant in daily routines and have significant consequences for affective (e.g., emotions) and behavioural outcomes (Braukmann et al., 2018; Ghasemy et al., 2020; Junça-Silva et al., 2021). The affective events theory (AET; Weiss & Cropanzano, 1996) proposes that job characteristics promote conditions for such events (daily hassles and daily uplifts) to occur, triggering affective reactions that influence work-related attitudes (e.g., satisfaction) and behaviours (e.g., performance). Relying on the AET, we delineate a model to explain how daily micro-events and subsequent affective reactions lead to behaviours (performance) and, ultimately to cognitions (satisfaction after work). When daily uplifts exceed daily hassles, daily positive affect (conceived as energy repertoires) will likely be higher (than negative affect), which may assist the individual's focus on the task at hand, improving their daily contextual performance and, ultimately their satisfaction after work—the cognitive judgement that individuals make about their day.

However, this relation may have within-person differences, as there may be factors that influence it, such as mental health—a state of well-being in which individuals realise their own abilities, can cope with daily hassles, can work productively and make a contribution to their community (WHO, 2018). Mental health has a crucial role in assuring the individuals' optimal functioning and shapes how individuals may evaluate their day (e.g., Taylor et al., 2020). The relationship between daily micro-events and mental health has been well-documented (e.g., Klaiber et al., 2021). However, the focus of these studies has, so far, been on mental

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health as an outcome of such situational factors (e.g., Brose et al., 2021; Junça-Silva & Silva, 2022) rather than on the perspective that it may be a personal resource that may moderate the route from daily micro-events to daily outcomes—conservation of resources theory (COR; Hobfoll, 1989). Moreover, because mental health is a resource for individuals, we expect that it will moderate the effect of performance on their satisfaction after work.

Relying on the AET and the COR theory, this study explores *how* daily micro-events influence satisfaction after work (through affect and performance) and *when* this relationship can be stronger (conceiving mental health as a moderator). This study has the potential to contribute to understanding the process and the conditions through which daily micro-events influence affect, subsequent behaviours and in turn employees' satisfaction after work.

This study has contributions in three ways. First, despite the existence of empirical tests on the AET (e.g., Good et al., 2022; Kempen et al., 2019), most studies have shown that behavioural outcomes are the last factor in the sequence chain. It is important to ascertain how employees can get more satisfaction on their working days. Satisfaction after work is relevant as it influences not only how individuals appraise their work, and their relationship with their organisation, but also influences their attitudes at home (e.g., work-life conflict or work-life enrichment; Blanch & Solé, 2023). Second, even though the AET states that individual characteristics (e.g., personality traits) are moderators in the path between daily micro-events, affect and behaviours, to our knowledge none of these studies have considered mental health as a condition that may influence this relationship. Mental health can be an important resource that can help to develop the AET—by including it as a moderator similar to personal dispositions. Further, it can also be relevant from a practical standpoint because if mental health indeed moderates how employees think about their working day (i.e., their satisfaction), then it can be useful to help delineate informed strategies that assist organisations improve their employees' mental health. Third, the findings can support the design of empirically sustained interventions aiming to enhance employees' performance and their after-work satisfaction.

THEORETICAL BACKGROUND

The affective events theory

The AET (Weiss & Cropanzano, 1996) proposes that the work context promotes conditions for the occurrence of daily micro-events, conceived as daily hassles and uplifts. Daily hassles are defined as tiny, stressful and annoying happenings—for example, having to perform more than one task at a time or having to deal with someone in a rotten mood—that make the individual experience negative affect (e.g., tense, anxiety) (Ohly & Schmitt, 2015). On the oppositive, daily uplifts are the micro pleasures that occur throughout the day—for example, finishing a task, receiving feedback about performance or performing pleasant tasks—and promote positive affective experiences (e.g., enthusiasm, contentment) (e.g., Klaiber et al., 2021). While daily uplifts have been associated with increased levels of satisfaction and well-being, daily hassles have been shown to be negatively related to performance (Junça Silva et al., 2023; Newman & Nezlek, 2022; Niven et al., 2021).

When there is a positive ratio of daily micro-events, that is, when the individual experiences more daily uplifts compared to daily hassles, this tends not only, to stimulate well-being, but also to buffer the detrimental effects of daily hassles (Ohly & Schmitt, 2015). This is because daily uplifts, by triggering positive affect, stimulate well-being and minimise the stress that employees may experience (Brutus et al., 2017). In this regard, positive affect may contribute to improving contextual performance. Contextual performance is referred to all the behaviours that improve the quality of the work-related psychological climate (e.g., helping colleagues; Motowildo et al., 1997); it is defined as "behaviors that support the organizational, social, and psychological environment in which the technical core must function" (Koopmans et al., 2011, p. 862), which is penultimate to the levels of satisfaction after work.

Satisfaction after work is employees' judgement about the quality of their working day. It is derived from the cognitive component of subjective well-being (Diener et al., 1999)—the individual's judgement about life as a whole—but focused on day-to-day judgements. Thereby, satisfaction after work is related to the way an individual cognitively appraises their working day (Lazarus, 1999) and may be viewed as a form of daily satisfaction (Schimmack, 2008). This cognitive appraisal is an outcome of the cumulated affective and behavioural experiences that occur during the working day (Lazarus, 1999).

Past research has shown that positive affect is important for individuals to deal with work-related hassles (Hobfoll, 1989) and job demands (Bakker & Demerouti, 2007), and for energising performance (Avey et al., 2011). For instance, Dello Russo et al. (2021) demonstrated that, at the day level of analysis, high-arousal positive affect was positively related to task crafting, and this, in turn, to performance. Similarly, Liu and Bakker (2021) evidenced that situational affect was positively associated with risk-taking and negatively related to attentional performance. In other words, affect produces changes in behaviours that lead to personal and social outcomes. Kaplan et al. (2009) investigated the meta-analytic effects of positive affect on job performance and reported moderate effect sizes. A qualitative review by Lyubomirsky et al. (2005) found cross-sectional, longitudinal and

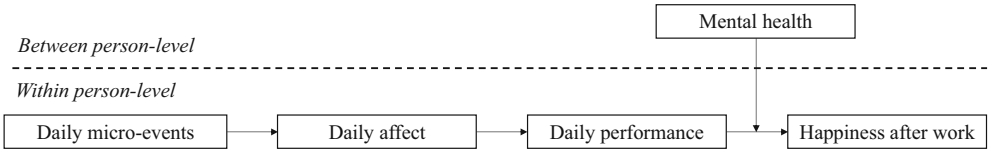

Figure 1. Multilevel moderated mediation model.

experimental studies converging to show the potential causal effects of positive affect on job performance.

Relying on the theoretical perspectives of the AET and the empirical studies described (e.g., Du et al., 2021), we delineated a framework to explain the path from daily micro-events to satisfaction after work. Hence, we propose that daily micro-events, by triggering affect, will influence behaviour (contextual performance) and ultimately individual cognitions (satisfaction after work). Accordingly, we expect that the daily micro-events and the resultant affect will improve contextual performance, which in turn, will ameliorate employees' judgement about the day. That is, individuals who experience more positive affect at work will tend to have increased levels of contextual performance, which in turn will increase their satisfaction after work. Hence, we proposed the following hypothesis:

H1. The ratio of affect and contextual performance will mediate the positive relationship between (the ratio of) daily micro-events and satisfaction after work, at the within-person level.

The moderating role of mental health

Positive mental health is crucial for individuals and organisations. The World Health Organization (WHO) defined positive mental health as "a state of well-being in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community" (WHO, 2018, p. 1). The WHO's definition of mental health states that it is more than just the absence of mental illness; on the opposite, it is positive and a resource for well-being (WHO, 2018) and includes two main components: feeling good (hedonic perspective) and functioning well (*eudaimonic* perspective).

The conservation of resources theory (COR; Hobfoll, 1989) proposes that individuals who possess greater resources are less vulnerable to resource loss and more capable of resource gain (Hobfoll et al., 2018). Thus, when individuals have a higher level of personal resources (e.g., positive mental health), they become less vulnerable to resource loss and are in a better position to invest resources into the engagement process and that, in turn, may result in positive outcomes (Hobfoll, 2011). Hu et al. (2015) demonstrated that mental health provided protection against the effects of negative stressful events in daily life and improved an individual's ability to deal with daily hassles. Similarly, Oshio et al. (2019) noted that personal resources moderate the negative effects of traumatic events and promote adaptation. Drawing on the COR theory, we propose that mental health, conceptualised as a mental resource, may be a moderator that interacts with daily behaviours to influence daily satisfaction (Lawson et al., 2021). We expect that the interaction between higher levels of both mental health and contextual performance make individuals more satisfied with their day. Specifically, our proposal postulates that the positive effects of daily micro-events, affect and performance, on satisfaction after work will be stronger in individuals with high levels of mental health (Figure 1). Thus, we proposed the following:

H2. Mental health moderates the within-person positive indirect effect between (the ratio of) daily micro-events and satisfaction after work via (the ratio of) affect and contextual performance, in such a way that this relationship becomes stronger for higher levels of mental health (versus lower levels).

METHOD

Participants and procedure

We conducted a daily diary study through a snowball sampling method. Data were collected through an online general survey (that included the social characterisation of the sample and the general measure of mental health) and online daily assessments (that included the daily measures—daily micro-events, affect, performance and satisfaction after work) over five consecutive days. All participants were employees in the banking sector and were asked to fill in the general questionnaire first and subsequently to fill in the daily assessments at the end of each of the five consecutive workdays. We collected data between March and April 2021.

All procedures performed in studies involving human participants were in accordance with the ethical standards of the ISCTE—Lisbon University Institute institutional review board and with the 1964 Helsinki Declaration and its later amendments or comparable ethical standards. Informed consent was obtained from all individual participants included in the study.

Overall, 350 general questionnaires were distributed among employees within the banks. Two hundred and fifty agreed to voluntarily participate in the study (response rate: 71%), with a total of 1221 daily responses (on average 4.9 days per respondent). Most of the participants were female (55%), the mean age was 37.27 years old ($SD = 12.35$) and the mean organisational tenure was 16.39 years ($SD = 12.59$). On average, participants worked about 38.14 hours per week ($SD = 10.93$), and about 80% were working from home.

This sample size was considered adequate because, as suggested by Maas and Hox (2005) and by Ohly et al. (2010), when the aim is to focus on within-person relationships, participants must exceed, at least, 30 in a multilevel framework (diary nested in persons) to result in an accurate estimation of standard errors. Thus, the sample of 250 participants had adequate power and accuracy, as it far exceeded the minimum sample requirements (Maas & Hox, 2005; Ohly et al., 2010).

Measures

Daily micro-events were measured with the 18-item Scale for Daily Hassles and Uplifts at Work (Junça Silva et al., 2020) that assessed the frequency of daily hassles (10 items, e.g., "Today, I had to deal with someone in a rotten mood"), and daily uplifts (8 items, e.g., "Today, I received positive feedback on my performance"). Participants used a 5-point scale (1-*never*; 5-*four times or more*). Multilevel reliability according to the Alpha and the Omega index were good ($\alpha_{between} = .80$, $\omega_{between} = .84$; $\alpha_{within} = .70$, $\omega_{within} = .72$).

Daily affect was measured with the Multi-Affect Indicator (Warr et al., 2014). This includes 16 items to assess the frequency of daily positive and negative affect experienced at work on that day (e.g., "enthusiastic," "sad"). Participants answered on a 5-point scale (1—*never*; 5—*always*). Multilevel reliability tests indicated acceptable reliability for daily positive and negative emotions ($\alpha_{between} = .85$, $\omega_{between} = .85$; $\alpha_{within} = .80$, $\omega_{within} = .78$).

Daily performance was assessed using four items from Koopmans et al. (2012) to measure daily contextual performance: "Today, I took on extra responsibilities". Items were rated on a 5-point scale ranging from 1 (*very little*) to 5 (*a great deal*). Multilevel reliability indices were good ($\alpha_{between} = .74$, $\omega_{between} = .74$; $\alpha_{within} = .85$, $\omega_{within} = .84$).

Satisfaction after work was assessed using three items (e.g., "Today, my day was very good") that assessed the participants' perception of that working day on a 5-point Likert Scale (1 = "*totally disagree*"; 5 = "*totally agree*"). Multilevel reliability indices were good ($\alpha_{between} = .75$, $\omega_{between} = .76$; $\alpha_{within} = .76$, $\omega_{within} = .76$).

Mental health was evaluated in the baseline survey with four items from the SF-36v2 Health Survey (Ware et al., 1994). An example item is "How much of the time during this week have you felt so down in the dumps that nothing could cheer you up?" (1 = "*none of the time*"; 5 = "*all of the time*") ($\alpha = .56$, $\omega = .74$).

Control variables. We used sex and day of data collection as control variables. Sex may account for differences in the daily experienced affect (Dello Russo et al., 2021), and the time of data collection (from Monday to Friday) was a daily-level control variable as it is expected to influence emotional reactions and work-related behaviours (Fisher, 2003).

Data analysis

To test our hypotheses, we created a ratio between daily uplifts and daily hassles. This ratio allowed us to identify the proportionality of daily uplifts regarding daily hassles. When the ratio is higher than one, it means that daily uplifts occurred more frequently than daily hassles did. In the same way, we also computed a ratio for affect (positive/negative) (Diener & Biswas-Diener, 2002; Larsen, 2009).

This study used multilevel analysis with nested data to examine the underlying model. First, analysis of the variance components was calculated. The ICC results demonstrated 24.8% within-group variance (differences between the days nested within the individual) for micro-daily events and 66.4% between- group variance (differences between individuals) and also 50.5% within-group variance and 80.3% between-group variance and daily affect. Moreover, analyses evidenced that 49% of the total variance of daily performance could be explained by within-group differences and 85.2% by between-group differences. For satisfaction after work, this was respectively 60.5% (within-group) and 75.4% (between-group). Thus, as a large percentage of the total variance was explained at the within-group level, we conducted multilevel analyses.

To test the mediational effects in the multilevel models accurately, we applied the MLmed SPSS macro (Rockwood, 2017) with robust standard errors (REM estimation). Based on Snijder and Bosker's (1999) recommendations for multilevel models, the model fit was determined by observing the reduction in model deviance from data (−2LL) at each step, in comparison with a previous model. Monte Carlo confidence intervals were calculated for indirect effects and indirect contextual effects.

To test the factorial structure of the data, we ran multilevel CFAs using *R*. We first tested a five-factor model with the five multi-item variables under study (daily micro-events, affect, job performance, mental health and satisfaction after work). The five-factor model yielded a satisfactory fit ($\chi^2 = 2002.41$; $p < .001$; $df = 62$; RMSEA = .10; CFI = .85; $SRMR_{within} = .07$; $SRMR_{between} = .06$). The model fitted better than a four-factor model (where affect and daily micro-events

were loaded on one factor; $\chi^2 = 3503.14$; $p < .001$; $df = 65$; RMSEA = .17; CFI = .72; $SRMR_{within} = .09$; $SRMR_{between} = .09$; $\Delta\chi^2 = 1500.\ 73$, $\Delta df = 3$, $p < .001$), a three-factor model (where affect, mental health and job performance were loaded on one factor; $\chi^2 = 5298.87$; $p < .001$; $df = 169$; RMSEA = .13 CFI = .78; $SRMR_{within} = .13$; $SRMR_{between} = .10$; $\Delta\chi^2 = 1795.73$, $\Delta df = 104$, $p < .001$) and a one-factor model (where all items were loaded on one factor; $\chi^2 = 1930.82$; $p < .001$; $df = 371$; RMSEA = .08; CFI = .78; $SRMR_{within} = .10$; $SRMR_{between} = .07$; $\Delta\chi^2 = 3368.05$, $\Delta df = 202$, $p < .001$). Thus, we concluded that the current five-factor structure presented a valid structure.

RESULTS

Descriptive statistics and correlations

Table 1 shows the descriptive statistics and correlations between the variables, both at the within and at the between-person level. At the day level, we calculated the correlations with the within-person centred variables. At the between-person level, correlations of daily variables were calculated through their mean value across the occasions they were measured. All the variables were positively and significantly related to each other, both at the between and within-person level.

Hypotheses testing

First, we tested model 1, by entering the day and sex (entered as a dummy variable) as correlates of daily micro-events. Then, we ran model 2 without the covariates of daily micro-events and we found a similar pattern of results (see Table 2). Thus, we excluded it from the following analyses. Then we tested the mediation model (model 3), and then the moderated mediation model (model 4) (Table 3).

The results showed that the day of data collection was only significantly related to daily performance ($B = -.03$, $p < .001$), this means that daily performance tended to decrease at the end of the working week. The day of data collection was not significantly related to daily affect ($B = -.00$, $p > .05$) and satisfaction after work ($B = .01$, $p > .05$). The results also evidenced that sex was positively related to satisfaction after work ($B = .09$, $p < .05$), and the affect ($B = -.28$, $p < .01$), but not to the performance ($B = .01$, $p > .05$).

H1 posited that daily micro-events would positively influence satisfaction after work through daily affect and daily contextual performance at the within-person level. The results showed a significant indirect effect of daily affect ($B_{within} = .03$, $p < .001$, 95% CI [.01, .04]) and daily performance at the within-person level ($B_{within} = .09$, $p < .001$, 95% CI [.06, .11]). Thus, H1 was supported.

H2 predicted that mental health would moderate the indirect effect of daily micro-events on satisfaction after work through daily affect and performance. The index of moderated mediation was −.02, with 95% CI [−.02, −.009]. As we can see in Figure 2, when daily performance increased, satisfaction after work was significantly higher for those who scored higher on mental health (versus lower levels of mental health). Thus, the second hypothesis received support.

DISCUSSION

In this diary study, we built on the AET (Weiss & Cropanzano, 1996) and added to the literature on affect at work (e.g., Hobfoll et al., 2018; Junça-Silva & Caetano, 2024; Sonnentag et al., 2018) to show that daily micro-events are a main factor in a route that follows an affect to-behaviour-to outcome route. Moreover, this study answers the *how* and *when* daily micro-events influence individuals' satisfaction after work. First, concerning the *how* question, it demonstrates that situational factors trigger affect that influence behaviour—contextual performance. However, this study goes further by demonstrating that the penultimate outcome of daily micro-events is not the behavioural outcome, as evidenced by the literature (e.g., Niven et al., 2021; Ohly &

TABLE 1
Means, standard deviations and between- and within-person level correlations

Variables	*M*	*SD*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
1. Micro-events	1.91	1.00	—	.38***	.31***	.35***	.33***	−.03	−.01
2. Affect	2.31	1.26	.23***	—	.45***	.62***	.48***	−.02	−.13
3. Performance	3.90	.72	.38***	.30***	—	.42***	.70***	−.03	−.05
4. Mental health	3.67	.97	.33***	.30***	.21***	—	.47***	−.04	−.12
5. Happiness	3.98	.85	.37***	.58***	.69***	.46***	—	.03	−.03
6. Sex	1.62	.48	.02	−.11*	.03	−.09*	.04	—	−.06
7. Day	—	—	.02	−.15	−.03	.19*	−.04	−.05	—

Note: Correlations below the diagonal are between-person level. Correlations above the diagonal are within-person level. $N_{(observations)} = 1221$; $n_{(participants)} = 250$. ***$p < .001$. **$p < .01$. *$p < .05$.

TABLE 2
Parameter estimates for multilevel mediation model

	Mediator (daily affect)		*Mediator (daily performance)*	*Criterion (happiness after work)*
	Within-level (L1) Effects			
Mean intercept	1.59***		3.44***	.47**
Micro-events	.24***		.13***	.04*
Daily affect	—		.17***	.10***
Daily performance			—	.70***
Time			−.03**	.00
	Between-level (L2) effects			
Micro-events			.29***	.07**
Daily affect			.19***	.14***
Daily performance			—	.72***
Time			−.03	.03
Sex			.01	.09*
Random intercept	.72***		.25***	.10***
Residual variance	.58***		.20***	.23***
Direct effect, between-level		.06**		
Direct effect, within-level		.04*		
Indirect effect, between-level (affect-performance)	.09***		.22***	
Indirect effect, within-level (affect-performance)	.03***		.09***	
AIC		9652.85		
BIC		9691.56		
−2LL		96,940.85		
Sample size		L1 = 1221; L2 = 250		

Note: Maximum likelihood estimation with robust standard errors (MLR) was used in estimation. L1 = level 1, L2 = level 2 analysis. ***$p < .001$. **$p < .01$. *$p < .05$.

Schmitt, 2015) but the cognitive one—satisfaction after work. Second, concerning the *how* question, we contribute to an expansion of the AET by demonstrating that not only personal dispositions, such as mood or personality, influence the relationship between daily micro-events and attitudes but also the individual's mental health.

According to the results, we can conclude that a positive working day, enriched with daily uplifts, influences not only, positive affect, but also positive work-related behaviours, such as contextual performance, and how individuals appraise their day—their satisfaction. Individuals tend to evaluate their day more positively on days with more daily uplifts (Lawson et al., 2021) because they experience more positive affect which increases their motivation to go beyond their formal requirements, thus improving their contextual performance. This is, in turn, associated with higher satisfaction after work. Further, the results show that this route is conditional upon the levels of the employees' mental health in a way that individuals with better mental health benefit more from the positive effects of daily micro-events for affective, behavioural and cognitive outcomes.

Theoretical implications

The major contribution to the literature is the expansion of the AET in two ways. First, this is in line with the AET itself as this study shows that micro-daily events make workers experience affect in their working day. However, it goes further by demonstrating that the ratio of affect (resultant from the ratio of daily micro-events) events will increase behavioural resources as a mediational pathway to cognitive outcomes (appraisal of the working day). These resources include affect (emotions) and behaviour (contextual performance) that mediate positive outcomes (satisfaction after work) or buffer against the detrimental effects of daily hassles (Bono et al., 2013). Recently, Diener et al. (2020) proposed that affect creates a mediational pathway which delivers innovative and positive behaviours that, in turn, promote positive outcomes (e.g., satisfaction after work). Hence, a predominance of daily uplifts makes individuals experience affect that leads them to engage in novel and more extensive behavioural repertoires that might lead to the development of new opportunities and skills, thus improving their contextual performance. When performance is higher, they tend to evaluate their day in a more positive manner. Hence, micro-daily events are a main factor in a chain that delivers affective, behavioural and cognitive outcomes. These findings suggest that the "working eco-system" that surrounds employees when performing their tasks and their affective reactions can promote a comprehensive and holistic perspective for individuals. Thus, by dealing effectively with daily micro-events, individuals will be

TABLE 3
Parameter estimates for multilevel moderated mediation model

	Mediator (daily affect)	*Mediator (daily performance)*	*Criterion (happiness after work)*
	Within-level (L1) effects		
Mean intercept	1.59***	3.44***	−.42
Micro-events	.24***	.13***	.03
Daily affect	—	.16***	.08***
Daily performance	—	—	1.12***
Mental health × daily performance	—	—	−.14***
Time	−.01	−.03**	.01
	Between person effects		
Micro-events	.61***	.30***	.06**
Daily affect	—	.14**	.11***
Daily performance	—	—	.11
Mental health	—	—	.32**
Mental health × performance	—	.07	−.06*
Time	−.01	−.03	.03
Sex	−.28**	.01	.09**
	Variance of random components		
Random intercept	.72***	.25***	.09***
Residual variance	.58***	.20***	.23***
Direct effect, between-level	.06*		
Direct effect, within-level	.03		
Index of moderated mediation, between-level	−.02 (CI 95% [−.04, −.01])**		
Index of moderated mediation, within-level	−.02 (CI 95% [−.03, −.009])**		
AIC	9613.37		
BIC	9652.07		
−2LL	9601.37		
Sample size	L1 = 1221; L2 = 250		

Note: Maximum likelihood estimation with robust standard errors (MLR) was used in estimation. L1 = level 1, L2 = level 2 analysis. ***$p < .001$. **$p < .01$. *$p < .05$.

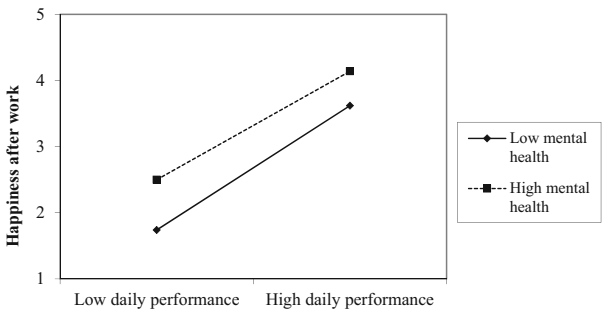

Figure 2. Interaction of daily performance and mental health in relation to happiness after work.

able to go beyond their formal tasks and perform better, which in turn will lead them to have better perceptions of their day. Empirically, positive affect has been related to positive promotion-focused behaviours that are crucial for an individual's productivity as well as contextual performance behaviours, like collaboration and cooperation (e.g., Baron, 1990). Positive affect has also been related to stress management (Sirois et al., 2015), even in the presence of daily hassles (Junça-Silva et al., 2021; Lawson et al., 2021). In a similar vein, Dimotakis et al.'s (2011), experience sampling study tested the buffering effect of positive affect and found that at the within-individual level, high positive affect mitigated the negative relationship between negative affect and job satisfaction.

A second contribution to the literature is that this study explores whether this mediational channel is conditional upon the levels of mental health. We evidence that the mediational pathway from daily micro-events to daily appraisals via affect and contextual performance

is conditional upon the levels of an individual's mental health, in such a way that healthy individuals will maximise the benefits of the affect-to-behaviour-to-outcome route. That is, healthier individuals will see their resources increasing, which improves their positive job behaviours and makes them feel that their day was good. In other words, daily micro-events produce positive changes in affect and behaviours. These positive outcomes are penultimate to the way that individuals appraise their day and are higher for those who have a better mental health. The interactionist perspective posits that stable patterns of behaviour, such as having positive ones (e.g., helping someone), depend on certain conditions (Mussel et al., 2012). Some authors have claimed that some individual conditions (e.g., mental health) must be analysed within this context (Mussel et al., 2012). This is also acknowledged as frame-of-reference effect (Heggestad & Gordon, 2008). Thus, this finding adds to the literature by demonstrating that mental health interacts with daily performance, influencing the evaluation that individuals have of their working day. As a result, mentally healthy individuals appear to benefit from the positive mediational path between daily micro-events, affect, performance and satisfaction after work.

In this study, we have focused on daily affect and performance as mechanisms to align situational factors with daily satisfaction indicators and we have shown that this is more beneficial for healthier individuals and that a better day, full of daily uplifts, stimulates positive affect and behaviours that might make it a "shining" day.

Limitations and future research

Despite the positive features of this study, such as being a 5-day diary study with more than 1000 observations, and with a working sample, it has some limitations. Firstly, we have used self-reported measures, which might result in common method variance (Podsakoff, 2017; Podsakoff et al., 2012). However, we followed some procedures to minimise this, such as the confirmatory factor analysis. Future studies could use other sources of information (e.g., colleagues, supervisors) regarding daily performance. Secondly, we only measured contextual performance because we were interested in this specific type of behaviour. However, future studies might consider exploring in-role performance or creativity. Moreover, this study relies on a single daily point of data collection. That is, participants reported at the end of the day their experienced daily micro-events, affect, performance and satisfaction which may have some recall bias. Future studies should rely on multiple daily time points to test the model. At last, it is relevant to emphasise that the sample was only composed of bank employees; hence, one should be careful regarding the generalizability of the findings. As such, future research should expand data collection to other occupational areas.

These results open the way for future studies. First, the finding that an individual characteristic might be a moderator of the performance-satisfaction after work, is relevant, as most studies consider daily performance as an outcome (e.g., Dorien et al., 2020). Future studies should test the model, with other moderators (e.g., psychological capital or mindfulness) and criterion variables (e.g., quality of life; Grote & Guest, 2017; Warhurst & Knox, 2020). In addition, considering other organisational resources (e.g., co-worker or leader's support) as boundary conditions might also be valuable to delineate strategies that could help employees to better deal with daily hassles. Second, multisource performance measures should be studied within the model (e.g., from supervisors and customers). Third, it would be interesting to test the model with other health moderators, for instance, overall health or daily symptoms. To do this, future studies could use objective measures of health, such as heart rate or blood pressure. Fourth, it would be useful to understand the contextual conditions by which micro-daily events predict daily affect, performance and appraisals, for instance, through job characteristics—autonomy or task feedback (Morgeson & Humphrey, 2006), or even through high-performance work systems. Fifth, other studies could explore to what extent satisfaction after work is related to the individual's work-family and work-nonwork balance. At last, future studies could consider not only the event per se but also its importance and the intensity of the affective reactions and test the overall model with the events' importance and affect intensity.

Practical contributions

This research allows to conclude that situational characteristics (daily micro-events), affect and behaviours (performance) are important variables for the prediction of satisfaction after work. This study also emphasises that this mediated relationship is stronger when mental health is high. Thus, the relevance of health conditions has important implications for organisational theories and practical applications, such as performance management, employee development and work–nonwork balance.

Given the importance associated with daily positive emotions, managers can also benefit from acknowledging their relevance to performance and appraisals of the working day. Thus, promoting conditions for workers to experience daily uplifts and positive affect more frequently, for example, by creating specific times for workers to have breaks, creating specific ways to give feedback to them regularly, and also organising a time and space for them to share it with each other.

CONCLUSION

Overall, this study evidences the mediational path between daily micro-events, affect, performance and happiness after work, at the daily level. In addition, it sheds light on the power that mental health plays in relation to this path. It shows the interaction between mental health and daily performance together with the mediating path, through which individuals who experience more daily uplifts, feel better and perform in a more positive way, which leads them to feel more satisfied at the end of the day. Thus, we highlight that a positive context creates positiveness by demonstrating a positive loop that starts with daily micro-events and ends with satisfaction after work.

DATA AVAILABILITY STATEMENT

The data are available only upon reasonable request to the authors.

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