Research on the Relationship between Psychological Capital and Innovative Behavior of Knowledge Workers in Private Enterprises

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Abstract: As the driving force for the development of private enterprises, knowledge workers are the innovation and sustainable development of enterprises make an important contribution. However, the innovative behavior of knowledge workers is influenced by many factors, such as leader behavior, employees' knowledge and skills, and innovative atmosphere of organization. This paper discussed the influence of knowledge worker's psychological capital on innovation behavior. Through the empirical test, there is a significant positive correlation between the two. Accordingly, the training strategy of employees' psychological capital is put forward, so as to improve the efficiency of enterprises.

Keywords: Psychological Capital, Innovative Behavior, Knowledge Workers.

1. INTRODUCTION

In the innovation activities of enterprises, the innovative initiative of employees at the individual level is crucial. Previous studies have shown that psychological capital, as a positive psychological state, runs through the process of individual growth and development, and has a great impact on the innovative initiative of employees. As the carrier of innovative behavior, employees play a more and more important role in the development and innovation of enterprise organization. How to stimulate the innovative behavior of employees, and change the innovative behavior of employees into the advanced productivity and efficiency of enterprises has become an important issue of human resource management. From the new perspective of enterprise competitive advantage, the psychological capital provides a good impetus for enterprise innovation performance.
As for the study of psychological capital, Luthans (2007) argue that psychological capital includes four dimensions: confidence, hope, optimism and resilience. Self-confidence mainly refers to whether the self has enough confidence to cope with the challenge work effectively. Optimism mainly refers to the individual's positive attribution to failure and success. Hope mainly refers to the individual persistence to the target, and can flexibly adjust the way to achieve the goal. Resilience refers to the ability to persevere and recover quickly when an individual is in adversity. The views of Luthans and others have been recognized by most researchers. Innovation behavior has always been a hot topic in the field of organizational behavior. Early research used the concept of creative behavior and creativity to interact with each other. But in recent years, scholars have put forward a more scientific view, that is, unlike creativity, individual creative behavior involves not only the creation of creative ideas, but also the realization of creative ideas. For example, Scott and Bruce (1994) argue that employee innovative behavior is a complex process that involves the generation, promotion and practice of ideas. First, individual cognitive on the formation of the problem and have some ideas, and then the individual creativity for aid, try to establish a supporter of alliance, the innovative ideas into practice, establishing innovation prototype or model, a commercial product or service finally.

On the basis of a large number of existing studies, this study defines employee innovative behavior as all personal behaviors involving the generation, promotion and application of beneficial, innovative ideas.

Before the concept of psychological capital was put forward, some researchers paid attention to the influence of organizational staff's self-confidence, hope, optimism and other psychological ability on organizational innovation climate and innovation performance. Seo (2008) believed that innovation is an activity that requires a lot of time, effort, and psychological cost. Individuals with higher self-confidence often respond better to organizational innovation needs. Under the influence of the high level psychological capital of employees, the self confidence of the members who play the role of followers and the self recovery ability in the frustration of innovation will continue to increase. Therefore, it is more likely to invest in more innovative activities. With optimistic employees positive attribution after failure, sober and objective analysis of the causes of the failure, and actively seek solutions to the problem, to find support for innovation and responsibility, which is helpful to get the support of the leadership and care, improve the necessary conditions and atmosphere for innovation, and enhance their personal creativity play (Jung et al., 2003). From the source of employee innovative behavior, personal motivation is one of the key factors to promote innovation (Shavinina, 2003), individuals with intrinsic motivation are more likely to show high level of creativity.
2. RESEARCH HYPOTHESIS

2.1 Relationship between Psychological Capital and Innovative Behavior

Psychological capital is a positive psychological state that can improve employee's work output and promote the generation and development of organizational citizenship behavior (Ren Hao, Wen Zhonglin, Chen Qishan, Ye Baojuan, 2013; Luthans, Avolio, Avey, & Norman, 2007). Employee innovative behavior refers to the problem of individual identification, which leads to the creation of innovative ideas or solutions, without seeking support from their own innovative ideas, putting them into practice, and eventually forming a commercialized product or service activity. Innovative activities with high risk, which means that employees need a strong internal support force to participate in innovation, which is the belief that they have the ability to produce creative results. Psychological capital is an individual's internal and psychological state. The higher the psychological capital, the stronger the belief in the creativity of the individual. The hopeful individual pursues independent thought and high freedom. This means that individuals tend to do challenging work differently than others. A strong sense of responsibility can improve the work skills and knowledge structure to better accomplish the task, thus showing more innovative behavior. To sum up, the higher the level of psychological capital employees, will be more positive attitude towards the future, and willing to pay more efforts, and even in order to achieve better job performance and make innovative behavior. Based on this, this study puts forward the first hypothesis (H1): psychological capital has a significant positive impact on employees' innovative behavior.

2.2 Relationship between Self-efficacy and Innovative Behavior

The effect of self-efficacy on employees' innovative behavior is that employees with high self-efficacy can finish their tasks continuously when facing difficulties, and constantly develop new ways to achieve organizational goals and maintain efficient innovative thinking. At the same time, they can also strengthen self-learning, in order to constantly acquire new knowledge, to provide opportunities for innovation behavior. In modern society, with the continuous emergence of innovative thought, the economic benefits of the enterprise also must be realized in the environment of technological innovation, enterprises can only strengthen product development and technological innovation to gain competitive advantage, it also highlights the employee self-efficacy in innovation behavior in value. Based on this, this study proposes hypothesis H1a: self-efficacy has a significant positive impact on employee innovation behavior.

Relationship between Hope and Innovative Behavior
Employees can produce positive energy through internal control perception and self guidance, so as to achieve the goal and desire. In the process of realizing innovative behavior, enterprises require employees to have enough power to find new methods and ideas, and show distinctive business strategies in this process, thus bringing about a change in economic efficiency of enterprises. Thus, we hope that the impact of innovative behavior can be interpreted as through strong willpower, employees devote enough energy to work, in accordance with the clear objectives of enterprises, choose a different way, with tough perseverance to achieve enterprise innovation benefits. When this goal is realized, positive positive energy is generated in the enterprise, and other employees are quickly infected, and also begin to set up their own goals, and devote energy to achieve this goal. Hope, that is, do not give up, do not give up what you want to achieve, and change the ways and means of achieving your goals according to specific circumstances when necessary. Peterson & Luthans (2003) has proved that people with high level of hope have higher performance levels. Based on this, this study proposes hypothesis H1b: hope has a significant positive impact on employee innovation behavior.

2.3 Relationship between Optimism and Innovative Behavior

The effect of optimism on employees' innovative behavior can be said to be a complex psychological energy to actively guide employees who encounter difficulties. Highly optimistic employees can fully understand their own skills on the basis of calmly facing all kinds of difficulties, seize the opportunity, challenge new heights. The most valuable thing is that optimistic employees, even in extremely troubled environments, can stay calm, explore the nature of things, and accept facts that can't be changed with a cool mind. The reality is that psychological capital and observant attitude, neither is defeated by the difficulties, but also to see the reality, and innovation performance at work attitude to discipline. Based on this, this study proposes hypothesis H1c: optimism has a significant positive impact on employee innovation behavior.

2.4 Relationship between Resilience and Innovative Behavior

Employees with resilience can manage themselves well in the suffering, and produce a good adaptability and anti breakthrough ability, and realize the creation of innovative behavior. Enterprise employees should constantly encourage their work motivation, play the inner potential value to a higher level, adapt to the new development model, thus providing the basis for innovative behavior, and ultimately achieve enterprise innovation performance. Based on this, this study proposes hypothesis H1d: resilience optimism has a significant positive impact on employee innovation behavior.
3. RESEARCH DESIGN

3.1 Research Data

The paper takes the knowledge workers in private enterprises as the research object. A total of 250 questionnaires were sent out, and finally 231 questionnaires were returned. The recovery rate of the questionnaire was 92.4%, among which 206 were valid questionnaires. The design options section of this research questionnaire or reference and used tear Lusang options of the questionnaire format, using the six option format. The questionnaire is mainly issued in paper form, and a small amount of electronic form is issued. The subjects answered the questions according to their actual situation. The distribution and collection of this questionnaire is mainly for the group of knowledge workers in the enterprise. Therefore, when the questionnaire is issued, it is necessary to make reasonable arrangements according to the working hours of the employees. The data processing tools of this research mainly include EXCEL, YAAHP and SPSS19.0.

3.2 Reliability and Validity Analysis

The reliability and validity analysis of psychological capital and innovation behavior are shown in Tables 1, 2.

Table 1. Reliability Analysis

<table>
<thead>
<tr>
<th></th>
<th>Cronbach's Alpha</th>
<th>Cronbach's Alpha based on standardized items</th>
</tr>
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<tbody>
<tr>
<td>Psychological capital</td>
<td>.935</td>
<td>.936</td>
</tr>
<tr>
<td>Innovative behavior</td>
<td>.882</td>
<td>.882</td>
</tr>
</tbody>
</table>

Table 2. Validity Analysis

<table>
<thead>
<tr>
<th></th>
<th>Psychological capital</th>
<th>Innovative behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kaiser-Meyer-Olkin metrics for sampling sufficiency</td>
<td>.926</td>
<td>.796</td>
</tr>
<tr>
<td>Sphericity test of Bartlett</td>
<td>Approximate x²</td>
<td>3265.481</td>
</tr>
<tr>
<td></td>
<td>df</td>
<td>276</td>
</tr>
<tr>
<td></td>
<td>Sig.</td>
<td>.000</td>
</tr>
</tbody>
</table>

In the reliability test of psychological capital and innovation behavior questionnaire, the reliability coefficients were greater than 0.8. It can be concluded that the psychological capital questionnaire has a high reliability level in this study. The internal consistency of the questionnaire is very high. This paper does not need to be revised again.

From the KMO test results of psychological capital and innovation behavior in the table, we can see that the KMO value of innovation behavior questionnaire is greater than 0.7, which is consistent with the factor analysis. And the sphericity test of Bartlett reached the significant level. The reliability and validity are in line with the relevant requirements.
3.3 Regression analysis
The correlation analysis of psychological capital and innovation behavior is shown in table 3.

Table 3. Correlation test

<table>
<thead>
<tr>
<th>Innovative Behavior</th>
<th>Psychological Capital Pearson Relevance</th>
<th>Self-efficacy</th>
<th>Hope</th>
<th>Resilience</th>
<th>Optimism</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.706**</td>
<td>0.607**</td>
<td>0.595**</td>
<td>0.604**</td>
<td>0.569**</td>
</tr>
<tr>
<td>Significance (bilateral)</td>
<td>.000</td>
<td>.000</td>
<td>.000</td>
<td>.000</td>
<td>.000</td>
</tr>
</tbody>
</table>

Research on the relationship between psychological capital and innovative behavior. In correlation analysis, the correlation coefficient between psychological capital and innovation behavior is 0.706, which can be used to judge the significant correlation between psychological capital and innovation behavior. It is proved that the hypothesis of the relationship between psychological capital and innovative behavior in the opening of the paper is established, that is, the higher the level of psychological capital, the more prominent the innovative behavior. Similarly, the relationship between self-efficacy, hope, optimism, resilience and innovative behavior is also positively correlated. So the hypothesis at the beginning of this paper is all passed the test.

4. CONCLUSION
Through the above empirical analysis, psychological capital and its dimensions have a positive impact on employee innovation behavior. Therefore, we should pay attention to the psychological quality in the process of employee selection. At the same time, in the management practice, we should pay attention to the development of employees' psychological capital. Through effective organizational culture, leadership and outward bound training to enhance their psychological capital, and then stimulate innovative behavior. The main content of this study is the relationship between psychological capital and innovative behavior of knowledge workers in private enterprises. It is relatively simple to study the relationship between the two variables: psychological capital and innovative behavior. The depth of the research can be further improved.

REFERENCES