

The Impact of Role Stress in Organizations on Employees' Innovative Ability

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Abstract: With the rapid development of economic globalization, enterprise competition is increasingly fierce, and innovation is the first driving force for its sustainable development. The essence of enterprise innovation is employee innovation. In order to achieve core competitive advantages, enterprises should actively encourage employees to innovate. Taking role pressure as an antecedent variable, explore its impact on employee innovation ability. In addition, emotional commitment is introduced as a mediator variable to explore how it affects employee innovation. First, the theoretical hypothesis is proposed by reviewing the relevant literature. Secondly, the questionnaire survey method is used to conduct research on the employees, and the data is analyzed and hypothesized. Finally, conclusions are drawn. It is hoped that the research results will help enterprises better relieve the pressure of employee roles and improve their innovation ability.

1. Introduction

Role stress is an individual's response to excessive work in a particular work environment. The reason is that when playing a role, it is affected by other unfavorable factors in the organization. The academic community generally believes that the dimensions of role pressure mainly include role ambiguity, role conflict, role overload, role inconsistency and excessive role ability. Role conflicts are one of the important dimensions that make up a role's stress. Role conflicts are individuals who are often asked to play roles that conflict with their ideas, or at the same time play more than two conflicting roles. Combined with the literature, the main reasons for the role conflicts are: role expectations and individual self-contradictions, different role requirements and expectations, multiple role requirements and expected conflicts [1].

2. Research Method

2.1 Scale Design

The questionnaire of this study consists of four parts, namely, the basic situation, the pressure part of the employee role, the part of the employee's innovation ability and the organizational emotional commitment part. According to the Li Kete five-point scoring method, the questionnaire will be

scored by the respondents according to their actual situation, from 1 (disagree) to 5 (completely agree).

2.2 Data Collection

The questionnaire was distributed mainly through the Internet and anonymous research was conducted. The survey targets are employees of enterprises who have already participated in the work, mainly in Guangdong. A total of 250 questionnaires were distributed and 239 valid questionnaires were obtained. The effective rate of questionnaires was 95.6%. After the questionnaire was collected and reviewed, a total of 230 valid questionnaires were finalized [2].

3. Research Result

3.1 Reliability and Validity Analysis

The results of the reliability analysis show that the Cronbach's α coefficient of each scale is greater than 0.6, indicating that the inherent reliability of each scale is good. Among them, the internal consistency coefficient of emotional commitment is the highest, reaching 0.884. The internal consistency coefficients of role conflict, role ambiguity, role overload and employee innovation ability are 0.790, 0.665, 0.780, 0.641, respectively. It is proved that the measurement scale used in this study has high reliability and good content consistency.

The validity of the scale is the accuracy of the test scale to indicate the match between the measurement results and the objectives of the study. This study mainly uses content validity analysis. The entries in the questionnaire used in the study were all quoted from mature scale samples at home and abroad. At the same time, this study has done a rigorous translation of all measurement items, deleting duplicate items, and assigning items to each section to ensure that the scale used has good content validity [3].

3.2 Regression Analysis

Role conflicts had a significant negative impact on emotional commitment ($\beta = -0.259$, $p < 0.01$), and role ambiguity had a significant positive impact on emotional commitment ($\beta = 0.256$, $p < 0.001$). The R^2 and ΔR^2 of the linear regression model are both 0.116, the corrected R^2 is 0.104, and the F value is 9.853 ($p < 0.001$), which verifies the conclusion of the H1 part: the role conflict in the role pressure Emotional commitment has a negative impact, the greater the role conflict, the weaker the emotional commitment.

4. Conclusions

This study explores the relationship between employee role pressure, emotional commitment, and employee innovation. Mainly obtained as follows: First, the role conflict in role pressure is negatively correlated with employee innovation ability. Second, emotional commitment has a partial mediating effect between role pressure and employee innovation. Specifically, employees with high role pressures have lower emotional commitments and weaker innovation capabilities. Conversely, employees with low role pressures are more likely to generate emotional commitments to the company, so their ability to innovate is relatively strong. The popularity of modern information technology has enabled employees to be in the working situation at all times. Enterprise managers need to assist employees to put their role pressure at an appropriate level, enhance their willingness to innovate, and ultimately achieve the goal of stimulating the innovation vitality of

enterprises. This study discusses the impact of role pressure on employee innovation ability, examines the mediating effect of emotional commitment in the impact of role pressure on employee innovation ability, and administers employee role pressure, motivates employee innovation, and improves employee innovation ability management. Practice is beneficial.

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