

A study on the relationship between employees' sense of responsibility and adaptive performance in Chinese Enterprises

The regulating effect of self efficacy

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Abstract

With the continuous progress and development of the times, only the task performance and the surrounding performance can not fully summarize the characteristics of the present times. Some scholars have proposed that the concept of adaptive performance as a supplement to the two factor model of performance. Therefore, this paper used 276 employees as sample to explore the impact mechanism of sense of responsibility on adaptive performance, and the moderating effect of self-efficacy on the relationship between sense of responsibility and adaptive performance. The study found that there was a significant positive correlation between the sense of responsibility and the adaptive performance and its subdimensions, and the sense of self-efficacy played a regulatory role between the sense of responsibility and the adaptive performance. The conclusion enriches the theoretical basis of adaptive performance research, and puts forward practical suggestions on the specific Chinese characteristics from the aspects of human resource management, employee management and innovation management.

Extended abstract

In recent years, the world economy has been exploring new development paths in its slow recovery. The complicated global situation has brought many unfavorable factors to China at the stage of reform. In the face of a series of opportunities and challenges, China's economy is also actively changing its thinking. In the process of system reform and structural adjustment, the government has put forward a series of strategic support, such as supply side reform, innovation and entrepreneurship, "one way and one way", in order to explore new ways and seek new impetus. For example, in March 2018, the United States unilaterally imposed tariffs on 60 billion US dollars imported from China, and restricted Chinese companies to invest in the United States, and announced a 25% tariff on China's aerospace, information and communications technology, machinery and other products. The Chinese government responded immediately, facing the challenges positively, reflecting the image of China's great power. The US trade sanctions against China bring challenges to China's economy, but also bring new challenges to Chinese enterprises. Therefore, Chinese

enterprises should change the way of thinking and operation management, excavate the new opportunity of the market, and improve the competitiveness of the enterprises, can we constantly resolve the impact and challenge from the new era. While Chinese enterprises are facing changes in their organization, they also have higher requirements for employees' ability to cope with changes. All this requires people to have enough adaptability to adapt to the changes in the external environment of the organization and to meet the needs of the organization. For example, the changes in the current technology require the employees to adapt quickly to the new work plan. Therefore, employees' adaptability to the environment is very important in the development of enterprises in China. Highly adaptable employees can respond in time to change their state in time to face the changes that are about to happen, and this highly adaptable employee will play a positive role in the critical period of the enterprise.

But highly adaptive employees are so important to the growth and development of the organization, so what is the factor that can better predict adaptive performance, or what factors can lead to high adaptive performance? This study is to explore the impact of psychological factors on employees' adaptability from the perspective of employees themselves. This effect is relatively stable and lasting, and it is difficult to change for a long period of time. On the other hand, enterprises can use these factors as a screening indicator to select more adaptable employees in the recruitment process. This research focuses on the sense of responsibility of the employees. The sense of responsibility not only plays an important role in the life of the individual, but also has a very important significance in the enterprise. The employees with high sense of responsibility can bring higher adaptive performance to the enterprise, thus making the enterprise sustainable.

However, previous studies have not reached agreement on the relationship between responsibility and adaptive performance. Some studies have found a negative correlation between responsibility and adaptive performance. (LePine, Colquitt, & Erez, 2000), Some studies have found that sense of responsibility has a positive effect on adaptive performance. (Stewart & Nandkeolyar, 2006), (Wu Xin hui, Yuan Denghua, 2010). These controversial results may originate from the influence of boundary conditions. Therefore, another contribution of this study is to explore the clear relationship between responsibility and adaptive performance by exploring boundary conditions. Related research indicates that self-efficacy is positively related to adaptive performance and has a direct effect on adaptive performance. (Pulakos, Schmitt, Dorsey, Hedge, & Borman, 2002). Ask of corresponding difficulty according to their own level, and people with higher self-efficacy will challenge the difficult task to a large extent. From the intensity of the sense of self efficacy, employees have a high level of confidence in the task, which will urge themselves to challenge the task. In order to complete the task, they will naturally adjust their own situation, make themselves adapt to the requirements of the task, and therefore show high adaptability. From the breadth of the sense of self efficacy, the high self efficacy of an employee in one area can extend into other areas, and the high adaptability in this field will continue in other fields for the person.

In summary, this study mainly puts forward two research questions: one is to explore the relationship between sense of responsibility and adaptive performance. The two is to discuss the moderating effect of self efficacy on the relationship between responsibility and adaptive performance. Through the study of the above problems, on the one hand, it has important theoretical significance and extends adaptive performance research. On the other hand, the adaptability performance of various organizations in the selection of personnel put forward new requirements, such as requiring employees to improve the work pressure, emergency handling of the performance of the competence and so on; At the same time, in the evaluation of training effect, we can consider the adaptability performance as an important indicator to measure the effect of training, and to determine the content of training in time

according to the adaptability of the trainees, which has certain practical significance for the development and development of the enterprise.