

企业的组织公平对员工创新绩效

影响

摘 要

随着社会的发展，商业形式的不断演化，企业之间的竞争日趋激烈。当新的商业形式出现时，就会对旧的商业形式造成冲击。当企业拥有新的创意时就会对采用旧创意的对手造成打击，进而获取更多的市场份额。由此可见创新是企业竞争中立于不败之地的关键。在当今时代，人才是企业的重要资源，因为企业的创新来源于其员工的创新。

本文针对员工创新绩效进行研究，并研究企业的组织公平对员工创新绩效是否存在影响关系，以及员工倦怠感在组织公平和员工创新绩效之间的作用。本文以 H 公司 210 名员工为研究对象，首先随机取样进行预调研，并对收到的数据进行信度效度检验，待问卷验证结果的可靠信较高，结构一致后进行正式调研。然后使用 SPSS 对正式调研的数据进行方差分析、描述性统计分析、相关回归分析和中介效应分析，最终验证了本文的研究假设。

本文验证了组织公平对员工创新绩效存在显著正相关影响，员工倦怠感对员工创新绩效存在显著负相关影响，员工倦怠感在组织公平与员工创新绩效之间存在中介效应。同时验证了组织公平所包含分配公平、程序公平和互动公平三个维度均对员工创新绩效存在显著正相关影响，员工倦怠感包含情绪衰竭、玩世不恭两个维度均对员工创新绩效存在显著负相关影响。

关键词：组织公平；员工创新绩效；员工倦怠感

ABSTRACT

Emerging signs suggest that competition between enterprises have become more and more fierce, with the development of society and the evolution of business forms. New business forms often bring huge pressures on the old ones. A company mastering advanced technology is often able to beat the competitors and play a dominant role in the market. Therefore, innovation, which particularly depends on the employees, is a pivotal contributing factor to keep enterprises in a commanding position. Here, we investigated the creativity performance of the staffs, explored the relation between organizational justice and creativity and elucidated the possible mediating effect of job burnout between organizational justice and creativity. We conducted the preliminary research through random sampling. After verifying the reliability, validity and architectural consistency of the samples, we recruited employees of 210, from H company, in our research. The results indicated that the organizational justice, including distributive justice, procedural justice and interactional justice played positive roles in employee creativity performance, and the opposite results were obtained from job burnout, such as emotional exhaustion and cynicism, which acted as intermediary factor between organizational justice and employee creativity performance. In light of the above, we proposed the methods to improve fairness and reduce fatigue, which may act as a guideline of innovative performance management for H company. Besides, we also listed the problems needed further research and exhibited the future study prospect.

Key Words: Organizational justice, Employee creativity performance, Job Burnout

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