

The Impact of Organizational Anxiety and Self-Efficacy on Innovation Performance

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ABSTRACT

Innovation is the second to none approach for firms to keep the competitive advantage under the current environment of knowledge economy. It has been the direction for the academy and practice to pursue the better performance of innovation. Previous researches rarely consider the influence of organizational anxiety of employee on innovation performance. There is even deficient in the studies of the self-efficiency and innovation performance. Thus, the objective of this study is to probe the relationships of the above variables. By way of hypotheses from literature inference and analysis from field data, this study tries to assert the impact of organizational anxiety and self-efficiency on innovation performance. Field data was collected by way of survey approach. 280 questionnaires were sent out and 226 valid questionnaires returned. Samples include the innovative employee of public and private sectors. The result shows that under the circumstance of organizational anxiety employee will reduce their innovation performance and self-efficiency. However, employee ' self-efficiency positively influences innovation performance. In general, the finding of this study has concrete contribution for theory and managerial implementation about organizational anxiety, self-efficiency, and innovation performance of innovative employee. Key word: Organizational anxiety, Self-efficiency, Innovation performance.

Keywords : Organizational anxiety ; Self-efficiency ; Innovation performance

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