

Study on Influencing Factors of Work Passion

Qian Wang^a, Qingquan Pan^b

School of Economics and Management, Guangxi University of Science and Technology, Liuzhou 545006, China

^a1421146951@qq.com, ^b471192309@qq.com

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Abstract: On the basis of research on work passion, this paper firstly sorts out the connotation of work passion, then expounds the influencing factors of work passion, hoping to further promote the research and development of work passion, and provide reference for the management of emotion and passion in the workplace.

1. Introduction

As a kind of emotion in their daily life and work will be organized to link the concept of working enthusiasm has acquired quite a lot of management scholars concerned (Birkeland et al., 2016) has become the work situation is an important topic in the study of emotion in field work passion for individual team and the final results will have a powerful effect (Chen et al., 2015). In the workplace, passion can increase employee's individual time (Murnieks et al., 2012). However, work passion also can be devastating, especially the compulsive passion, such as work conflict, job burnout, negative impact on the development of the organization (Carbonneau et al., 2008). On average, passion as a strong and positive emotions is usually accompanied by a fruitful result although in some cases passion may also have a negative impact, but do not allow to ignore the influence of passion.

2. Definition of Working Passion

Vallerand (2003) put passion into work situation and pointed out that work passion is a strong tendency of employees. When employees think an organizational activity or job is important, they will put a lot of time and energy into it, and regard the organizational activity or job as the only way to realize the value of the individual workplace. Zigarmi (2009) defined employees' work passion as a kind of happiness, which would generate constructive work intention and behavior. Carpentier (2011) pointed out that work passion is a tendency for employees to love their work. This tendency and status can better promote the development of individuals and organizations, and work passion can significantly predict employees' happiness. Based on the concept of passion proposed by Zigarmi (2014), Perrewe (2010) pointed out that work passion is a continuous state of emotion displayed by individuals in their work desire on the basis of cognition and emotional evaluation. This continuous emotional state can encourage employees to produce consistent work intentions and behaviors, including from persisting in completing work tasks to exhibiting organizational citizenship behavior, and even proactively solving various challenges and difficulties encountered in work.

3. The Influencing Factors of Work Passion

3.1 Individual Factors

3.1.1 Self-esteem

Ratelle (2011) pointed out that an individual's self-esteem affects his passion performance. On the one hand, employees with higher explicit self-esteem will experience a higher level of harmonious passion if they adopt appropriate self-regulation strategies. On the other hand, people with relatively

low levels of implicit self-esteem experience higher levels of compulsive passion because of their vulnerability and defensiveness. Thus, self-esteem has an important effect on an individual's passion.

3.1.2 Goal Pursuit

Passion may also be influenced by individual pursue its goal. Belanger (2015) pointed out that when employees' individual has higher goals to pursue, the corresponding its passion also higher, which will affect the staff's working state based on the theory of regulation mode, employees in the process of pursuit of goals are generally adopt two modes, namely behavior and evaluation guidance to achieve individual goals. Behavior is a direction towards movement, such as the transition from one state to another. In this process, psychological resources are required to be invested to initiate and maintain goal-oriented progress in a direct way. By contrast, evaluation-oriented is a direction of doing the right thing, which involves comparing and evaluating different entities (such as goals and methods) to determine which is the most desirable to pursue. Under this orientation, individual choices tend to be non-autonomous motivations that will generate compulsive passions.

3.2 Organizational Factors

3.2.1 Organizational Management

Chen et al (2015) pointed out that based on the theory of development, passion can be acquired through the implementation of incentive system life care, make the individual feel fun to work, thus to produce passion so that different organizational environment, staff's motivation and organizational support etc., could lead to a state of passion differences when employees fair treatment by the organization, experience to the organization's care and support, will be more likely to inspire passion.

Because the passion for work related behavior of important influence on development under the guidance of the theory of organizations and their managers to pay special attention to the staff's working enthusiasm of strategies, such as transparent and fair employment system comprehensive experience of staff incentive policy and actively caring organization atmosphere, let employees to experience inner organization for the care and love, will be greatly may help motivate employees to work passion, and show more accord with the positive attitude and behavior.

3.2.2 Lead Passion

Entrepreneurial passion is a kind of work passion in a special situation. If an entrepreneur shows great entrepreneurial passion and shows this passion in the interaction with his subordinates, his enthusiasm and attitude towards work will often infect his subordinates, thus more likely to stimulate their work passion. For example, Zhang jian (2018) conducted an empirical study on the pairing of entrepreneurs and employees, and discussed the impact of entrepreneurial passion on employees' creativity. Specifically, examine the impact of three entrepreneurial passions (discover, create, and develop) on two dimensions (emotional and cognitive) of employees' passion for work. However, through the analysis of multilayer linear model, only the development passion of entrepreneurs can influence the emotion and cognition of employees, the development passion of entrepreneurs has a positive impact on the work passion of employees. When the development of entrepreneurs have high passion, companies are often in a relatively stable phase, entrepreneurs on the development of enterprises have a good organizational vision, automatic and more investment to the work, individual employees perceived entrepreneur's efforts at work as well as the beautiful vision of the enterprise, will be more active, work hard, and the staff from the heart to the work of voluntary input, is more advantageous to keep the lasting passion. From the point of view, although the passion of leadership can stimulate the passion of employees, but this motivation may also have certain boundary conditions. As the above empirical research points out, in the context of optimistic organizational development prospects, leadership passion plays a more prominent role in inspiring employees' work passion.

4. Conclusion and Future Research Prospect

Passion is defined as a strong tendency to engage in activities that are personally enjoyable, important, and require time and effort. Therefore, in order for an individual to be passionate about an activity, the activity must be significant in the individual's life, something that the individual enjoys and spends time doing. As a specific type of passion, work passion is a strong desire of employees to perform their work (Vallerand et al., 2003). Passion for work has two important meanings: positive emotion and recognition of work. This paper only discusses the influencing factors of work passion. In the future, the influencing effects and mechanisms of work passion can be sorted out, hoping to provide some references for better playing the role of work passion.

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