Research on the Relationship between Leadership and Employee Work Innovation Embedding from the Perspective of Maturity Evolution

Changling Wang

College of Business Administration, University of the Cordilleras, Baguio City

Abstract: Under the background of the implementation of innovation-driven development strategy in our country, the maturity of leadership is divided by sorting out leadership theory. The negative correlation between emotional separation and the level of employees' work innovation embedding is studied, and the correlation between leadership style and employees' work innovation embedding is studied. From the perspective of maturity evolution, this paper explores the relationship between leadership styles at different levels and employees' work innovation embeddedness. At the same time, it is included in the relationship between leadership style and employee work innovation embedding, which further enriches the theory of leadership, innovation behavior and organizational behavior.

1. Introduction

Employees' work innovation is a higher requirement in the era of knowledge economy, which urges the management of enterprises to pay more and more attention to employees' innovative behavior and innovative ability. The concept of employee work innovation embeddedness emphasizes that effective innovation should start from innovation motivation mechanism, covering the whole process of employee innovation intention embeddedness, innovation practice Embeddedness and innovation achievement embeddedness, which runs through the psychological and behavioral process of employee innovation activities. Leader is a person who can influence a group to effectively participate in organizational activities in the process of achieving organizational goals, and its position in the organization is very important. From the perspective of maturity evolution, the theoretical research results of leadership style can help managers to clarify the different impacts of different maturity leadership styles on employees' work innovation embedding, help managers deepen their understanding of leadership style, guide the change of leadership behavior, achieve effective leadership, and effectively promote managers' management level at the theoretical and methodological levels.

2. The Relationship between leadership style and employee's work innovation

2.1 The relationship between transactional leadership and employee work innovation

Scholars hold different views on the relationship between transactional leadership and employee

work innovation. Some scholars believe that transactional leadership will destroy the positive role of employees' intrinsic motivation and inhibit employees' innovation. Similarly, some scholars believe that exceptional management in transactional leadership will focus on task orientation, and will decompose and decentralize innovative tasks layer by layer. Although employees are not willing to innovate, they will also actively pay for innovative behavior and achieve the goal of innovation. Similarly, many scholars believe that transactional leadership style plays an important role in improving organizational innovation ability. Some scholars believe that the role of transactional leadership in employee work innovation is influenced by other factors. The relationship between transactional leadership and subordinate creative performance is affected by organizational empowerment climate. In the high organizational empowerment climate, transactional leadership promotes employee innovation, while in the low organizational empowerment climate, it inhibits employee innovation. Transactional leadership will be affected by situation factors and leaders' factors and play a role in employee work innovation. Transactional leadership is less effective than transformational leadership in many aspects.

2.2 The relationship between charming leadership and employee's work innovation

The research results of the relationship between charismatic leadership and trust of senior management and subordinate work innovation show that charismatic leadership and trust of senior management have positive effects on subordinate work innovation. This paper studies the influence mechanism of charismatic leadership behavior of senior leaders on employee self-innovation, and points out that charismatic leadership behavior can promote employee self-innovation. Charming leadership stimulates employees' knowledge sharing behavior, which has a positive impact on employees' creativity. Charming leadership can be conducive to employee work innovation, and its five dimensions have a positive impact on employee work innovation. Many studies also show that charismatic leadership plays an important role in promoting employee innovation. On the other hand, the research on the relationship between two charismatic leaders and employee work innovation shows that socialized leadership has a negative impact on individual's organizational political perception, thereby inhibiting employee work innovation; while personalized leadership has a positive impact on individual's organizational political perception, but it also leads to low-level employee innovation. Charming leadership style has a significant impact on team innovation climate, but has no direct impact on team innovation performance.

3. The relationship between emotional separation and employee work innovation

There are few studies on the relationship between emotional state and employee work innovation. Most studies use emotional state as an intermediate variable to study its impact on work attitude or behavior intention. The experimental study found that emotional state played a mediating role in predicting subjects' attitudes and behavioral orientations. Empirical research found that positive emotions have a significant role in promoting employees' innovative behavior, and play a part of the intermediary role in the process of work requirements affecting innovative behavior. The results show that the students with extraverted personality have stronger creativity in the positive emotional state, while the students with neurotic personality show more creative behavior in the negative emotional state.
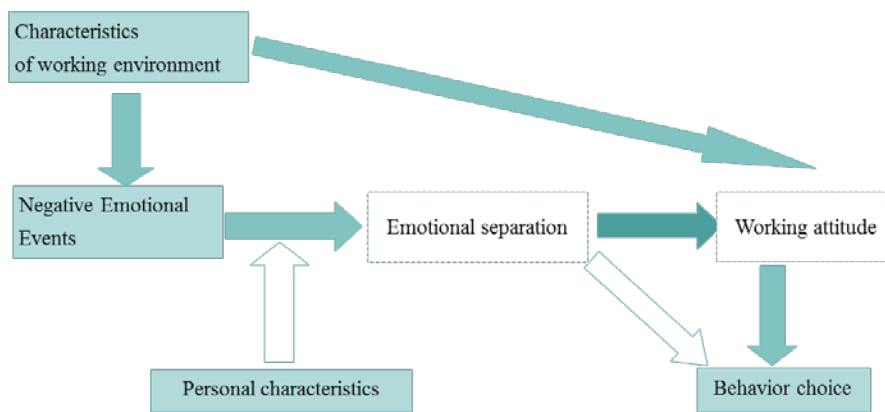
Fig1. Emotional separation

Combining with the characteristics of the workplace, the term emotional separation is introduced into the field of organizational behavioral research, which is defined as the negative emotional state of psychological denial, alienation or numbness of employees after experiencing emotional events in the workplace, thereby triggering changes in work attitude and behavior choices. The schematic diagram of emotional separation is shown in Figure 1.

Introduce emotional separation into the field of organizational behavior, and puts forward the concept of employee emotional separation, which refers to the negative emotional state of psychological denial, alienation or numbness of employees after experiencing emotional events in an organization or internal affairs, and then may show inaction, disregard and low work embeddedness. Through literature research, it can be found that employees' negative emotional state often has a certain impact on their psychological attitudes and behavior, and then has an unknown impact on the realization of organizational goals.

4. Embedding relationship based on emotional separation and employee work innovation

4.1 Embeddedness of employee work innovation

Employee work innovation embedding consists of employee work innovation intention embedding, employee work innovation practice embedding and employee work innovation achievement embedding. From the three dimensions of employees' work innovation embeddedness, the scores of employees' work innovation willingness embeddedness, work innovation practice Embeddedness and work innovation achievement embeddedness show a gradual downward trend, which shows that employees tend to have innovation willingness, but the performance of innovation practice input and innovation achievement output in the later stage is deficient. Employee work innovation embedding in the overall level and its dimensions are different in demographic and weaving variables.

4.2 Leadership style and employee work innovation embedding

There is a significant correlation between leadership style and employees' work innovation Embeddedness and its dimensions. Among them, task-level leadership style has a significant negative impact on employees' work innovation embeddedness, while personal, organizational and social leadership style has a significant positive impact on employees' work innovation embeddedness. Employees' emotional separation of leadership style is common; in the dimension of emotional separation between employees and system, the average value of emotional separation of compensation system is high, indicating that employees have the most emotional separation of

compensation. Employee emotional separation and its dimensions are different in demographic statistics and organizational work variables. Employees' emotional separation is negatively correlated with work innovation embeddedness, which indicates that employees with high emotional separation have a relatively low level of work innovation embeddedness. Emotional separation has no moderating effect between task-level leadership and employees' work innovation embeddedness, but it has negative moderating effect between personal, organizational, social-level leadership and employees' work innovation embeddedness.

5. Conclusions

This paper summarizes the characteristics of different leadership theories from the perspective of integration. From the perspective of dynamic mechanism of innovation and the whole process of innovation, the concept of employee work innovation embedding is put forward. The concept of employee work innovation embedding is defined, and the scale of employee work innovation embedding based on Dynamic Innovation embedding process is developed. The phenomenon of emotional separation in psychology is introduced into the field of organizational behavior. In this paper, the concept of employee emotional separation is proposed, its connotation is defined, and its structure is explored based on grounded theory. At the same time, it is included in the relationship between leadership style and employee work innovation embedding, which further enriches the theory of leadership, innovation behavior and organizational behavior.

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