

Are Employee Emotional and Socio-political Competences Related with Innovative Behavior?

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Introduction



The participants were 247 organization members (employees and managers, 165 male, age: M = 48,6) answered the questionnaire delivered to them via their work email.



The context was the Danish branch of a large international organization mostly involved with IT-consulting.

The study used a quantitative cross-sectional design. The predictor variables were Positive and Negative Affect and Political Skill and the dependent variables were the Innovative Work Behaviors.

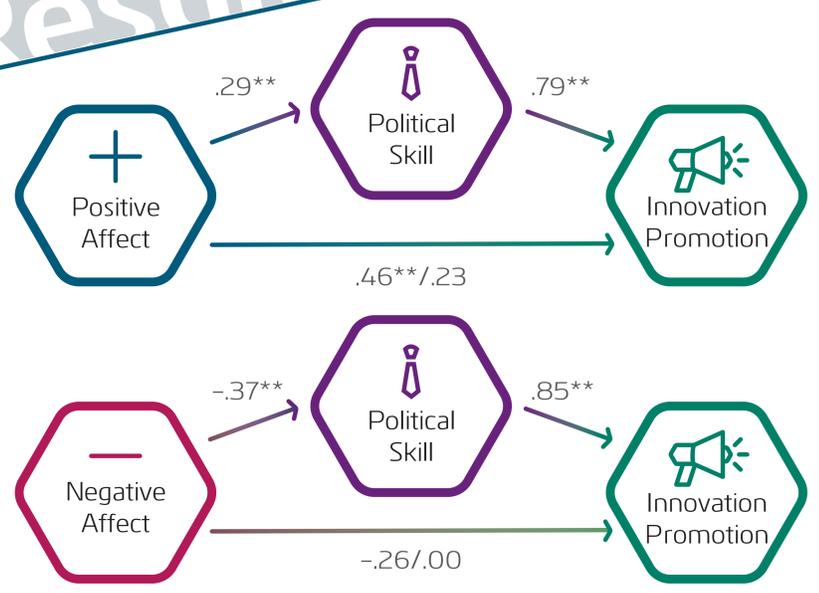


Therefore this study focused on competences that affect a specific stage of the innovation process, the innovation promotion.

The main hypothesis is that individuals' emotional competences, mediated by their socio-political competencies, will predict their innovation promotion.

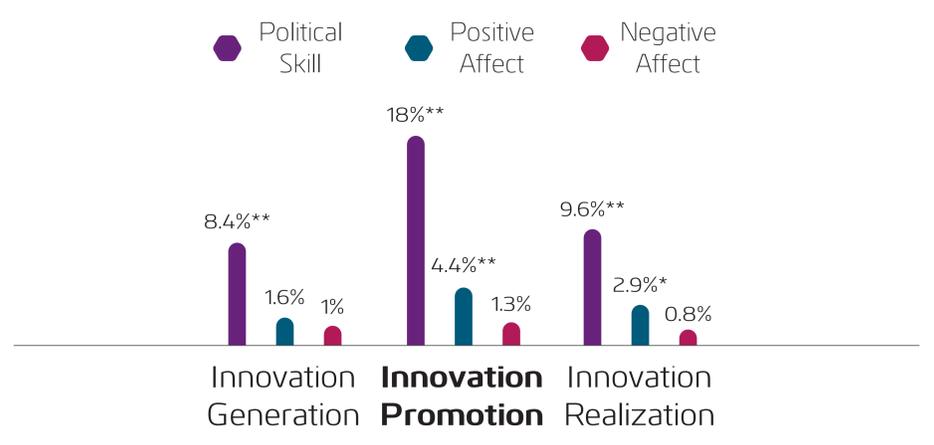
A good idea may not be worth much by it-self. Only in combination with fruitful promotion and successful realization, can the idea become a truly valuable innovation. Innovative behavior (Scott & Bruce, 1994) is a multistage process involving different activities and behaviors at each stage. Thus different individuals with different competences might be competent at different parts of this process.

Results



Political skill fully mediated the relationship between positive (PA) and negative affect (NA) and innovation promotion (IP). N = 200; * = p < .05, ** = p < .01; values are based on β coefficients; the total effect of PA on IP was .46**; the direct effect of PA on IP was .23; the indirect effect of PA on IP was .23**; the total effect of NA on IP was -.26; the direct effect of NA on IP was .00; the indirect effect of NA on IP was -.27**; covariates: department, tenure, education, position, age, gender, self-efficacy and emotional labor.

Explained variances of direct relationships.



The relationship between the different innovative behaviors and the competences varied visually. N=190; * = p < .05, ** = p < .01; percentages are based on R² values from regression analyses; covariates: department, tenure, education, position, age, gender, self-efficacy and emotional labor.

Conclusions



As the competences related differently to the different innovative behaviors, there is an argument for investigating innovative behavior as separate behaviors in future research.



Political skill mediated the effect of both positive and negative affect on innovation promotion. So being competent at socio-politics seems to enable the individual to benefit more from his/her emotional competences.



The levels of an individual's emotional and socio-political competences are related to their innovation promotion behavior. So the more competent an individual is about emotion and socio-politics, the more successful he/she will be in innovation promotion behavior.

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