Corporate Culture and Employee Mentality Capital Agree with Influencing Factor Analysis

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Abstract

In the enterprise development process, many companies put on the corporate culture and employee knowledge of psychological capital to stay in their respective functional areas, and can not really establish a humanistic ideas, nor will it recognize employees of psychological capital in the building of enterprise culture in the transmission and amendments to the role of corporate culture has led to the actual out of touch with employees, corporate culture can not achieve the desired results. Based on the corporate culture factors, staff factors affecting the psychological capital, define and analyze the introduction of corporate culture and employee fit the psychological factors of capital as an intermediary variable, and then study its outcome variables to explore the corporate culture and employee fit the relationship between psychological capital, build corporate culture and employee fit model of psychological capital. In this thesis, 10000 employees survey, empirical study found that employees in the corporate culture and fit the psychological capital, intermediate variables and outcome variables was significant positive correlation, based on empirical analysis of comments and suggestions.

Keywords: Cooperate culture, Employee, Psychological capital, Consilience

1. Introduction

In the enterprise development process, many companies put on the corporate culture and employee knowledge of psychological capital to stay in their respective functional areas, and can not really establish a humanistic ideas, nor will it recognize employees of psychological capital in the building of enterprise culture in the transmission and amendments to the role of corporate culture has led to the actual out of touch with employees, corporate culture can not achieve the desired results. In this context, companies must pay attention to corporate culture and employee fit the importance of psychological capital in the understanding of corporate culture factors, psychological capital, on the basis of the second-order factor structure, improve corporate culture and employee fit the psychological level of capital, thereby enhancing employee satisfaction and business performance.

By staff-related literature in the field of psychological capital, to sum up and evaluation of research in this field understand that there is much room for further improvement and study areas. No corporate culture and employee relationship between psychological capital research, this study of the corporate culture fit and psychological factors affecting the capital, defined and analyzed to explore the fit between the two relevant variables, I believe that fit its related variables are important factors.

2. Theoretical background, assumptions and models

Fit is consistent, consistent meaning. With regard to capital and related factors of psychological research has just been emerging in recent years, while most studies have focused on its structure, the psychological effects. To sum up, many factors affect the psychological capital. With different cultural backgrounds of psychological capital shows the "theoretical" and "realistic" and "cultural spirit" and "personality" and the complex linkages between the fit. In this paper, the relevance and its capacity to two considerations, choose the collaborative performance, transmission properties, capital accumulation, capital overflow, organizational capabilities, organizational viability and economies of scale as the relevant variables to explore corporate culture and employee fit the psychological impact of the capital.

2.1 The relationship between Synergistic and fit

For an enterprise system, the various organizations within the system between employees there are complex interaction. When there are two separate teams in A1 and A2, the two employees together under the conditions will exist a certain degree of mutual influence, and this interaction will affect the various organizations as well as overall system output.

In this case, the system real estate out of incremental fit into two parts, one for the A1 due to the synergy A2

increased output Δ 1, another part of the A1 to A2 due to the synergy and the effectiveness of the increase in output Δ 2, the whole team fit in increments of Δ. Therefore, $\Delta 1 = A1 \times A2$ $\Delta 2 = A2 \times A1$

$\triangle = \Delta 1 + \Delta 2 = A1 \times A2 + A2 \times A1$

Collaborative performance can be regarded as reflecting the corporate culture and employee fit a key element of psychological capital. This article refers to the effectiveness of the synergy between employees because of the various positions in the business or considers a certain correlation, which would be relevant between employees within the system behavior and output performance of a certain impact. Therefore, I ask a hypothetical: H11: synergistic performance of the staff situation, corporate culture and employee fit the level of psychological capital to generate positive effects.

2.2 The relationship between Transmission properties and Fit

With the flattening of the organizational level, as well as the extensive use of cross-functional teams in various fields, roles, and organizational level, the boundaries become blurred, individuals and groups, through what mechanism, while recognizing the uniqueness of themselves and their roles at the same time, can recognize themselves and their role is also associated with a larger corporate culture corporate culture systems or network integration together. When the actors are constantly undergoing change roles, self-efficacy in what circumstances can be transformed into collective efficacy, and how to fit with the organization will become crucial.

Transmission properties can be regarded as reflecting the corporate culture and employee fit a key element of psychological capital. This article refers to the transmission properties of individual efficacy beliefs on how the corporate culture in a larger system to play a role in assessing their individual performance, the individual will inevitably have to consider that may enhance or impede their efforts to the extent of the group process-specific power impact. Therefore, the author proposed hypothesis: H12: the leaders and staff, groups, attributes between the transmission cases, the right corporate culture and employee fit the level of psychological capital to generate positive effects;

2.3 The relationship between Capital accumulation and fit

An individual can bring benefits to the enterprise for many reasons, not only personal factors, as well as external corporate culture and environmental factors. Psychological Capital Performance is equal to a single individual conditions, capabilities and external environment, corporate culture fit. If the corporate culture and employee psychological capital completely out of touch, the staff how great mental energy, it can not effectively play. Employees can not change the corporate culture, the environment, if not suited to this business, it is necessary to adapt to other corporate cultural environment.

Capital accumulation can also be fit as a corporate culture and employee related factors. This article refers to the accumulation of capital accumulation in the culture environment, the employees of capital among the psychological dimensions of alternatives to each other, complement each other and the accumulation of each creation, enterprise scale infinitely to maximize enterprise efficiency. Therefore, the author proposed hypothesis: H13: the staff gathered psychological capital cases, the right corporate culture and employee fit the level of psychological capital to generate positive effects;

2.4 The relationship between Capital extravasations and fit

An individual can bring benefits to the enterprise for many reasons, not only personal factors, as well as external corporate culture and environmental factors. Psychological Capital Performance is equal to a single individual conditions, capabilities and external environment, corporate culture fit. If the corporate culture and employee psychological capital completely out of touch, the staff of psychological energy and then large, nor a valid play. Employees can not change the corporate culture, the environment, if the enterprise should not suited to the corporate culture to adapt to other environments.

Capital accumulation can also be fit as a corporate culture and employee related factors. This article refers to the accumulation of capital accumulation in the culture environment, the employees of capital among the psychological dimensions of alternatives to each other, complement each other and the accumulation of each creation, enterprise scale infinitely to maximize enterprise efficiency. Therefore, the author proposed hypothesis: H14: the staff gathered in groups of between psychological capital overflow cases, the right corporate culture and employee fit

the level of psychological capital to generate positive effects;

2.5. The relationship between the function of organization and fit

Values and beliefs can not be such a deep understanding of the organization released through the official rules,

system requirements and can not by organizational structure, work processes, functions to reflect the distribution can only be achieved through the psychological capital formation and defined. Dysfunction when the business organization, the corporate culture and employee negative correlation between psychological capitals.

Organizational functions can be regarded as reflecting the corporate culture and employee fit a key element of psychological capital. This article refers to the organizational function of employee psychological capital through unity of all members of the formal organization to maximize the pursuit of organizational goals in order to achieve the maximization of their own interests and to enhance cohesion, unity and cooperation to form a common belief that employees and culture, and then a positive influence through formal exchanges throughout the organization's culture. Therefore, the author proposed hypothesis: H15: function in the organization, under normal circumstances, the corporate culture and employee fit the level of psychological capital to generate positive effects.

2.6 The relationship between organizational vitality and fit

Staff in pursuit of self-interest maximization, through the achievement of organizational goals to maximize the benefits of the acquisition, this time, staff at the mental capital and organizational culture compatible with the state, members would have enough enthusiasm to achieve the goal of formal organization. On the contrary self-interest to pursue the maximization of employees through the internalization of the interests of other members of the implementation, this time, members of the group members to plunder the enthusiasm is high, but there is not enough power for productive activities, this will lower the vitality of formal organization.

To sum up, organizational vitality can be seen as reflecting the corporate culture and employee fit a key element of psychological capital. Organizational vitality of this article refers to the psychological capital is due to employees through incentives such organizations to achieve their own interests, rather than to achieve the redistributive role of its members have enough motivation to pursue the organization's goals, so that the psychological capital on employee will enhance the vitality of the organization. Therefore, the author proposed hypothesis: H16: have tissue viability in the circumstances, the right corporate culture and employee fit the level of psychological capital to generate positive effects;

2.7 The relationship between scale economy and fit

The scale of the development of things to a certain extent the internal relations of things to change and change process, when a qualitative change, the emergence of a critical point, after which things or have a positive effect of friction between the role of collisions is greater than a sum of the independent role of the and, or secondary effects of friction between things, the role of collisions is less than sum of the sum of an independent role. Staff's Psychological effects of capital are also vice-divided. Corporate culture fit and employees a high degree of psychological capital, psychological capital, while staff produce economies of scale, companies and employees fit psychological capital is low, then the staff employees of psychological capital, psychological capital, generate diseconomies of scale.

Economies of scale can be regarded as reflecting the corporate culture and employee fit a key element of psychological capital. This article refers to the psychological capital, economies of scale resulting from increases in the total aggregate role of the corporate culture in a certain environmental conditions occur, the psychological capital flows is the corporate culture in the context of dynamic process, without which environmental conditions, psychological capital accumulation would be have produced economic phenomenon. Therefore, the author proposed hypothesis: H17: economy of scale cases, the right corporate culture and employee fit the level of psychological capital to generate positive effects.

2.8 The proposed research model

In the above assumptions, the author from the collaborative performance, transmission properties, capital accumulation, capital overflow, organizational capabilities, organizational viability and economies of scale, seven aspects of their corporate culture and employee fit the psychological impact of the capital, and on this basis, put forward the corresponding theoretical models:

3. Methodology

Interview with statistics and analysis of the results summarized, and made reference to previous studies in several mature questionnaire used to design collaborative performance, transmission properties, capital accumulation, capital overflow, organizational capabilities, organizational viability and economies of scale, seven factors. After considering documentation, personal interviews and group interviews and open-ended questionnaire survey results, the initial preparation of the corporate culture and employee surveys fit the psychological capital, pre-trial questionnaire, a total of 24 entries.

In this study, in addition to the survey of the demographic variables, the conceptual model variables are used Likert (Likert) 5-degree scale. I will design a good topic to invite experts and scholars from the draft for content validity and relevance of evaluation analysis, that is, ask them for all measured variables and expressions of each title, classification, attribution is appropriate to do evaluation, and give views on revision, to establish a scale. This study invited a professor of human resource management, a Ph.D. graduate student of economics, a company's human resources director of a company's Managing Director. Experts generally agreed that the draft structure of a more reasonable scale, covering a more comprehensive, but there is induced by a suspect individual topics, you need to adjust the tone. Some subjects expressed a number of straightforward again, pay attention to the problem should be simple and easy to understand, so that the reader can easily answer, while also ensuring their professionalism. According to the experts conducted a partial modification of the questionnaire, at least reduce the problem of error, the Group also recommends that the economies of scale focused on the analysis of cognitive enterprises in management practice generally do not take into account, you can consider not analysis, this way can be analysis of other elements to make it more concise scale. I through the commission real estate company China Vanke related staff employees a questionnaire, a questionnaire, the number can not be determined, looking back 409 copies, 378 copies of valid questionnaires. From the type of work, a sample of jobs and work experience of view, has been largely covered all levels of the corresponding variables. Pre-test questionnaire was recovered in the need for analytical testing, remove the lack of identification of the subject, modifying the subject of representation is not clear, the KMO value is used in analysis included testing, factor analysis.

4. Data Analysis

KMO test value: principal component analysis testing the validity of one of the indicators, KMO above 0.9, very suitable to do factor analysis; in 0.5 the following should be abandoned.

1,2,3,4 from the table, we can see, the above data show that the more suitable fit scale factor analysis.

Exploratory factor analysis

Validity refers to measuring the effectiveness of the measuring points can represent the characteristics of the factors that measure the extent or degree of measurement results achieve their goals. The most important is the psychological validity of the measurement conditions, if valid degree, you can not play to its functions. Validity is the most important factor, high degree of reliability is high, indicating the effectiveness and credibility of the measurement results and hitting the mark. Validity of the best way is to use factor analysis to measure construct validity. Exploratory factor analysis in Table 5 is the fit of the overall proportion of variance explained. As can be seen from the table, we have a total of 30 subjects from the extraction of three factors, the cumulative proportion of explained variance of 54.596%. We found that the results are basically consistent with our idea.

Confirmatory analyses of structural models

Index value from the test can be seen, the chi-square values and degrees of freedom ratio of less than 3 in line with acceptable standards. Acceptance of model fit for RMSEA value of 0.078 originally assumed to be in line with less than the 0.08 standard. Although the GFI value is slightly less than 0.9, but other CFI, IFI, NFI values are in line with more than 0.9 standards. Data show that the structure has a high validity.

Fit as an intermediary variable scale reliability analysis

The questionnaire reliability of all subscales were 0.70 and above, total scale reliability was 0.975, indicating that the questionnaire has good internal consistency reliability, as Table 7.

Fit the relationship between the impact of factors

Through the above relationship between all relevant factors and fit analysis, concluded that the close relationship between all relevant factors and have directional effects of regression analysis to explain the analysis of all relevant factors and mutual relationship. This paper analyzes the process of influencing factors, and fit only consider the direct relationship between factors and the fit does not take into account the indirect factors and more complex relationship.

5. Conclusion

According to empirical analysis the following conclusions: the performance of the staff in coordination with cases, right corporate culture and employee fit the level of psychological capital to generate positive effects; the leaders and staff, groups, attributes between the transmission cases, right corporate culture and employee fit the level of psychological capital to generate positive effects; the staff gathered psychological capital cases, the right corporate culture and employee fit the level of psychological capital to generate positive effects; the staff

gathered in groups of between psychological capital overflow cases, the right corporate culture and the staff fit the level of psychological capital to generate positive effects; function in the organization, under normal circumstances, the corporate culture and employee fit the level of psychological capital to generate positive effects; have tissue viability in the circumstances, the right corporate culture and employee fit the level of psychological capital to generate positive to the impact; in the economies of scale cases, the right corporate culture and employee fit the level of psychological capital to generate positive effects.

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Table 1. Collaborative performance, transmission properties of the sample KMO measure and Bartlett's test of sphericity

Kaiser-Meyer-Olkin(KMO)Sample Measurement		.837
Bartlett'sBall test	X^2	1932.762
	DOF	542.000
	Significance level	.000

Table 2. capital accumulation, capital overflow samples KMO measure and Bartlett's test of sphericity

Kaiser-Meyer-Olkin(KMO)Sample Measurement		.729
Bartlett'sBall test	X^2	309.863
	DOF	28.000
	Significance level	.000

Table 3. Organizational functions, the organization viable samples KMO measure and Bartlett's test of sphericity

Kaiser-Meyer-Olkin(KMO)Sample Measurement		.728
Bartlett'sBall test	X^2	247.570
	DOF	29.000
	Significance level	.000

Table 4. The KMO measure of economies of scale samples, and Bartlett's test of sphericity

Kaiser-Meyer-Olkin(KMO)Sample Measurement		.726
Bartlett'sBall test	X^2	435.370
	DOF	29.000
	Significance level	.000

Table 5. Fit the overall proportion of variance explained

Factor	The proportion of variance explained after rotation	
	The proportion of explained variance	The proportion of total variance explained
1	27.453	27.453
2	14.717	42.170
3	12.426	54.596

Table 6. Fit dimension constitutes a model checking Fit Index

Fit Index	X^2/df	RMSEA	GFI	CFI	IFI	NFI
Estimate	2.730	.078	.847	.978	.945	.986

Table 7. Fit Questionnaire

Subscale	Cronbach	Subscale number of items
Collaborative Performance	0.858	5
Transmission properties	0.869	5
Capital accumulation	0.886	5
Capital spillovers	0.823	5
Organizational functions	0.816	5
Organizational vitality	0.885	5
Scale	0.815	5
Total scale internal consistency reliability	0.969	35

Table 8. Fit of the regression analysis of factors affecting the results

Model	Variable	Non-standardized regression coefficients	Standardized regression coefficients	t	Significant	Model coefficient of determination R^2	Model adjusted coefficient of determination R^2	Determine the coefficient of variationΔR^2	Variance test F	Poor test F value is significant	Tolerance
1	Constant	1.525		12.867	.000	.443	.445	.425	291.501	.000	1.000
	Culture variables	.531	.665	17.182	.000						
2	Constant	1.081		8.824	000	.503	.487	.081	192.254	.000	
	Psychological capital variable	.433	.544	13.576	.000						.837
		.251	.287	7.388	.000						.837
3	Constant	.962		7.467	.000	.527	.528	.024	136.198	.000	
	A	.387	.502	12.597	.000						.791
	B	.218	.251	6.259	.000						.752
	Fit variable	.098	.142	3.876	.000						.819

Standard regression equation：Fit=0.502×(Culture variables)+0.251×(Psychological capital variable)+0.142×(Fit variable)