Study on Influencing Factors of Employees' Psychological Boundary

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Abstract: Under the background of the continuous improvement of the development level of China's social modernization, enterprises not only attach great importance to the pursuit of economic and social benefits, but also pay more attention to the cultivation of employees' psychological quality, making boundary management one of the work contents that enterprise managers focus on. The role of enterprise managers should not only be reflected in the control of each link of specific organizational activities, but also ensure that enterprise employees can highly identify with the organizational objectives set by managers and actively guide employees' psychology and behavior. Therefore, this paper analyzes the influencing factors of employees' psychological boundary in detail, so as to lay a solid foundation for further improving employees' psychological quality and improving the competitive advantage of enterprises.

1. Introduction

After China officially entered the information age, the competitive situation among enterprises has changed greatly, from traditional resource competition to talent competition. Whether employees have high psychological quality directly determines whether employees can give full play to their role and value in related work, having an important impact on whether enterprises have high talent competitive advantage. The psychological boundary mainly refers to the target boundary for enterprise employees to realize self-psychological control. For any staff member in the enterprise, his psychological boundary is the objective presentation of his own fixed attributes, and the concentrated expression of his own understanding level, professional ability, personality charm and value function value. Enterprise staff carry out self-positioning, enterprise positioning and environment positioning through psychological boundary, and constantly monitor and adjust their psychological boundary in the interaction with the enterprise and working environment. Through the in-depth study of the influencing factors of employees' psychological boundary, we can clearly understand the existing problems to formulate a set of measures and methods for effective management of employees' psychological boundary, so as to provide positive help to improve the psychological quality of employees and the development ability of enterprises.

2. Influencing Factors of Employees' Psychological Boundary

2.1 Individual Factors of Employees

For human nature, it is the concrete presentation of the sum of social relations. Each individual is bound to have different degrees of relations with other individuals in the society. This socialization process of integrating individuals into the group makes individuals have a kind of social attribute. When effectively integrating the natural attributes of people and the social attributes of groups, there are two kinds of relations between people and society. First, in the heart of each individual, there is a concept of self and the definition of self-identity, which establishes an obvious difference between the individual and others, which is self-consciousness. Second, in the process of distinguishing between different social groups, each group should have independent consciousness and characteristics, which is the basis for establishing group identity. It can be seen that employees' recognition of the enterprise is a kind of consciousness based on self-identity, and personal factors

directly affect employees' acceptance of the enterprise. Individual personality and self-factors not only are the result of the environment and material in the process of social change and development, but also provide good motivation for the change of individual behavior and environmental behavior [1].

2.2 Group Factor

The individual socialization process can be divided into three important processes: identification stage, classification stage and representation stage. Social identity is an individual's cognitive evaluation of a certain identity in the social group. Affirming the significance of the existence of this social identity is an internal psychological power that plays a positive role in promoting the development of social groups. The different types of identities of individuals and groups determine the interaction between social groups and different individuals, which is not determined by a certain relationship. When an individual has high recognition of a social group at the psychological level, a specificity with high positive attitude will be formed between the individual and other individuals in the group, resulting in the birth of the concept of "we" [2].

2.3 Manager Factor

The thinking of enterprise managers has a direct impact on the behavior and development of employees, and also has a great impact on the establishment and improvement of employees' psychological boundary. Enterprise managers set specific work objectives and performance standards for employees, so that employees' cognition of information within the enterprise has changed to varying degrees, and there are great differences in the impact of different management methods adopted by managers on employees. To realize the efficiency value of managers, it needs to be realized through continuous accumulation under the interaction of managers, employees and enterprise environment. It can be seen that there is a strong dependence between managers and employees. The relationship between managers' effectiveness value and employee performance can be compared to input and output. Managers' leadership ability, leadership style and way will play different roles on employee performance through a series of intermediary variables such as incentive mechanism, role attitude, expectation and perception. Therefore, managers can change the way of thinking of managing employees in different ways and skills to ensure the effective improvement of work efficiency and further improve the matching degree between employees and enterprises [3].

2.4 Enterprise Culture Factor

In the process of mutual influence and continuous running in of enterprise staff, a common cognition and tendency with high convergence can be formed within the enterprise, which is enterprise culture. Enterprise culture is a symbol with high systematic characteristics. Each enterprise has its own unique working attitude, development concept and value orientation. The important boundary of distinguishing the organization is different cultural systems. Whether the psychological boundary formed by enterprise employees has high stability is determined by many factors. The factors affecting employees' psychological boundary are mainly divided into three types: subject, object and environment. Subjective factors refer to employees' personal factors, including employees' personality traits and self-identity. The objective factor mainly refers to the comprehensive judgment of employees on the enterprise organizational objectives, organizational principles and organizational systems. Environmental factors mainly include the fairness of the enterprise, the interpersonal relationship between employees, the leadership style of managers, etc. [4].

3. Thoughts on Managing Employees' Psychological Boundary

3.1 Strengthen the Care and Guidance for Employees

Humanized management is one of the important concepts of modern enterprise management. However, in the actual development process of enterprises, there is still an obvious phenomenon of

"economic man hypothesis" at the management level, and the "instrumentality" of employees can't be completely eliminated. Employees are the most important governance resources of enterprises. The subjective initiative of employees directly determines the performance level of enterprises. How to stimulate employees' subjective initiative depends on the leadership ability of managers. Therefore, managers must fully understand the close relationship between employees' behavior and employees' psychological boundary. On this basis, they must carry out positive communication with employees, fully understand employees' inner activities and thinking development direction, obtain employees' trust at the emotional level, and make employees highly recognize the enterprise. It can not only help employees establish stable and clear psychological boundaries, but also enable employees to establish positive and correct work value orientation [5].

3.2 Create a Harmonious Enterprise Environment

Employees' feelings about the enterprise are generated in the actual work practice and management activities. Managers can't achieve the ideal effect by relying solely on ideological management and concept management. Therefore, managers should first establish an enterprise environment with high equality and fairness for staff, treat every staff fairly, and resolutely refuse to provide special treatment for some employees. Managers must objectively and fairly implement the policies and systems formulated by the enterprise, and establish a fair image for employees. Secondly, enterprise managers should establish a good partnership and trust relationship with employees, create a lot of opportunities for communication between employees, and gradually enhance employees' sense of identity with the enterprise, so as to clarify their own psychological boundary. In addition, enterprise managers should actively implement the people-oriented management mode, take it as the core focus of enterprise management, provide employees with direct ways to fully feel the enterprise values, and provide positive help for the correct formation of employees' psychological boundary [6].

3.3 Promote the Positive Transformation from Enterprise System to Enterprise Identity

Only when an enterprise has a good system can it lay a good foundation for the normal operation of various production and management work. However, the enterprise system is not equal to the enterprise identity. How to strengthen the enterprise system and improve the employees' identity with the enterprise is a management problem faced by every enterprise manager. The functional value of enterprise system does not simply make employees feel belonging, but can continuously play the guiding role, normative and restrictive role of enterprise system through various measures taken by managers, ensure that employees can actively implement relevant systems while the enterprise has good systems. Therefore, while strengthening the level of system construction, enterprise managers should also take various effective measures to ensure the real implementation of relevant systems, further improve employees' identity with the enterprise system, and provide positive help for managers to effectively manage employees' psychological boundary [7].

4. Conclusion

The psychological boundary of employees is closely related to enterprise reform, development and production efficiency. By strengthening the in-depth study of employees' psychological boundary, enterprise managers can create a good environment for effective communication between superiors and subordinates, so that the traditional leadership and working methods of enterprise managers can be comprehensively reformed with the active assistance of new perspectives and new ideas. Therefore, managers must correctly recognize and pay high attention to the important impact of the influencing factors of employees' psychological boundary on the comprehensive development of the enterprise, analyze the existing problems in detail, clearly understand the causes of various influencing factors, take corresponding and effective measures to continuously strengthen and expand employees' psychological boundary, combine the modern management concept with diversified management methods to improve employees' recognition of the enterprise, reduce the resistance to enterprise reform and development, and improve the competitiveness of the

enterprise.

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