

# The Impact on Work Engagement Based on Self Restraint

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**Abstract:** In recent years, with the continuous advancement of occupational mental health research, the physical and mental health of employees has also received more and more attention. Based on this, this study explores the impact of our self restraint of emotions on the relationship between job involvement within the Chinese cultural atmosphere.

## 1. Introduction

In the fields of management psychology, occupational mental health and personnel resource management, the research fever of job involvement has been high. What is the job involvement, a positive and happy inner feeling that the individual experiences in daily work and life, which means that employees can focus on their work tasks, whether cognitive or emotional, physical or psychological. However, in the past, this variable was considered as a trait variable in the research community, and its fixation and stability were regarded as its main features. However, with the development of relevant research fields in recent years, foreign studies have found that this variable is dynamic, and it has gradually used the diary method to explore and analyze it. At present, domestic research on tracking work is relatively lacking. This research will start from this aspect and make certain developments for related research fields.

The positive emotions are not unfamiliar to people who have never been exposed to psychology. They refer to positive emotions or can bring upward, growing and developing emotions. Fredrickson (2013) proposed that “positive emotions refer to a short-lived response to something that has its own unique meaning.” Her expansion-construction theory has been widely adopted in academia. The theory holds that positive emotions can expand and extend thinking, and the body and mind are effectively released. It gives us the incentive to possess the inspiration for discovering more vaster objective world, as well as more relaxing behaviors. The influence of emotions on work involvement has always been a hot topic in related research. How should employees' work involvement be improved? What role does personal emotion play in it? These are the concerns of this research <sup>[1]</sup>.

## 2. Theoretical Review and Research Hypothesis

Work involvement refers to a state in which a positive, full-fledged state is filled by work. This concept was first proposed by Kahn. The definition of personal involvement refers to the degree to which an employee fully integrates into a role within the organization and can truly express his or her thoughts. After a period of research, the researchers found that individuals with high personal involvement can show that they are very involved in the task in terms of movements and behaviors; in thinking and cognition, they also tend to be involved in work and concentrate on the task; and emotionally they can care for others, and generate good empathy with others to create a better interpersonal relationship.

self restraint is the core function of the self and an important key to the success of life. The ability of human beings to exercise self restraint can be said to be one of the most powerful and beneficial adaptations of human psychology. When the best fit between the self and the environment, people are the happiest and the healthiest, and by adapting themselves to the world, this fit can be substantially improved. The definition of self restraint has not reached a unified view in the past two or three decades. As a hot topic in the field of social psychology, it is closely related to human

survival and mental health, and is also very important for individual mental health and psychotherapy. However, although there is no uniform definition, scholars generally believe that the subject of self restraint is the individual itself, and the individual controls the self; the objects of control include both psychological thoughts and ideas, as well as behaviors that prevent them from crossing the moral or regulatory framework; the performance of control is mainly focused on generating or rejecting certain psychological activities and behaviors; the process of control is to recognize the reality - to determine the goal - to make plans - to complete the plan - to evaluate the feedback control results. In summary, self restraint takes self as the main body, influences its own psychological activities according to the actual situation and the subject's will, and makes certain prevention or correction of behavior according to social values and norms.

Based on the correlation between variables mentioned in the literature review, this study proposes the following hypothesis:

Hypothesis 1: There are significant differences in demographic variables between self restraint, positive emotions, and work involvement.

Hypothesis 2: self restraint, positive emotions, and work involvement are all related.

Hypothesis 3: The mediating role of positive emotions is in the impact of self restraint on work involvement.

Hypothesis 4: self restraint plays a regulatory role in daily positive emotions and daily work involvement. That is to say, employees with higher levels of self restraint have a stronger predictive effect on daily work commitments; while employees with lower self restraint, their daily positive emotions have a weaker predictive effect on daily work involvement<sup>[2]</sup>.

### 3. Research Methods and Tools

The online questionnaire was distributed by means of convenient sampling, and the on-the-job employees who could have normal commuting during the experiment were recruited. A total of 107 participants participated in the questionnaire survey for 10 consecutive working days (excluding weekends). After the questionnaire survey, the effective data totaled 1012 data points, aged between 18-40 years old. Among the marital status, 51 were unmarried (47.7%), 49 were married (45.8%) and 7 were divorced (6.5%), the average working life is  $3.71 \pm 1.54$  years, 56 people (52.3%) have 5 years and more than 5 years working years, and the number of people with monthly income of 3,000 yuan to 10,000 yuan is 71 (66.4%).

The three main measurement tools used in the study are:

self restraint: Using self restraint scales written by Chinese researchers Tan Shuhua and Guo Yongyu. It has 19 scales, divided into 6 impulsive control issues, 3 work or learning performance questions, 3 healthy habits, 3 content and entertainment issues, and 4 temptation resistance issues. The scale has five dimensions, with 5 points, 15 of which are on the opposite score. The internal reliability factor of the gauge is 0.848.

Work involvement: A simplified table with three main components: vitality, dedication and concentration. Since the scale was continuously tested for 10 days in this study, after a comprehensive survey by the researchers, the internal consistency coefficient of the scale for 10 consecutive days was between 0.908 and 0.962<sup>[3]</sup>.

Emotion: Adopt the PANAS scale. If the positive emotions score is high, it means that the individual is in a good emotional experience and can feel the upward force of growth and development; a high negative emotion score indicates that the individual is likely to be in a state of tension and uneasiness, or suffer setbacks. Since the scale was tested for 10 consecutive days in this study, it was verified that the internal consistency coefficient of the positive emotions scale was between 0.911 and 0.972.

Third. Research results

### 3.1 Correlation Analysis of Each Variable

Table 1 Descriptive Statistics, Correlation Analysis and Icc Values for Each Variable

	<i>M</i> ± <i>SD</i>	<i>ICC</i>	1	2
self restraint	3.32±0.61			
Positive emotions	2.69±0.82	0.727	0.26**	
Job involvement	4.07±1.03	0.736	0.27**	0.85**

Note: 1 is self restraint, 2 is positive emotions, \*\*  $p < 0.01$ .

The results showed that in the correlation analysis, the correlation between self restraint and positive emotions was significant ( $r = 0.26$ ,  $p < 0.01$ ). It can be seen from the data analysis that Hypothesis 2 was verified. There is a positive correlation between the three variables of self restraint, positive emotion and job involvement.

### 3.2 Demographic Differences in Various Variables

Table 2 Differences in Demographic Variables between Variables

	Gender		Monthly income		Working years	
	<i>t</i>	<i>P</i>	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>
self restraint	0.86	0.07	0.93	0.45	0.71	0.59
Positive emotions	0.64	0.13	1.06	0.38	0.23	0.92
Job involvement	0.03	0.64	1.58	0.18	0.39	0.82

This research selected several major demographic variables, including gender, monthly income and working years to perform a different analysis. From the table 2, we can know that the participant groups in this research had no significant differences in the scores of the variables in the main demographic variables in the table. Hypothesis 1 was not verified, and the differences of self restraint, positive emotions and job involvement in variables of demographic are not significant.

### 3.3 The Mediating Role of Positive Emotions

Table 3 the Mediating Role of Positive Emotions

	Positive emotions		Job involvement	
	<i>b</i>	<i>SE</i>	<i>b</i>	<i>SE</i>
self restraint	0.32**	0.12	0.09	0.09
Positive emotions			0.86**	0.05
Intra - individual residual	0.24**	0.03	0.19**	0.02

Note: \*\*  $p < 0.01$ .

Due to the fact that the demographic variables has no impacts on dependent variables , which is shown by the previous result. Thus, the demographic variables were not accepted into the control variables during the data analysis process implemented by researchers. Since this study is a path analysis of the diary method, regression analysis cannot be performed by simple SPSS data, so the related processing is performed in Mplus. In the Mplus statement, researchers took the weekly date as the layer 2 analysis, mainly analyzing and processing the relationship between positive emotions and work engagement<sup>[4]</sup>. As shown in table 3, positive emotions play a mediating role in the relationship between self restraint and work engagement ( $b = 0.09$ ,  $SE = 0.09$ ,  $p = 0.05$ ), so hypothesis 3 is valid. This result validates our mediation hypothesis. Moreover, after the introduction of positive emotions as the intermediary, the direct effect of self restraint on work engagement becomes insignificant, that is to say, self restraint completely influences work engagement through positive emotions. Therefore, positive emotions completely mediate the effect of self restraint on work engagement.

### 3.4 The Regulating Function of Self Restraint

Table 4 the Regulating Effects of Self Restraint on Positive Emotions and Work Involvement

	Job involvement	
	<i>b</i>	<i>SE</i>
Positive emotions	0.34**	0.04
self restraint	0.45**	0.16
Positive emotions × self restraint	-0.04	0.03

Note: \*\*  $p < 0.01$ .

By using Mplus statistical software, the data is divided into two layers, namely the within layer (individual) and the between layer (individual). The weekly date is controlled at the within level. According to the data in table 4, after the interaction terms (positive emotions  $\times$  self restraint) of the independent variable (positive emotions) and the regulating variable (self restraint) were added, the regression coefficient of the interaction terms was not significant ( $b = -0.04$ ,  $SE = 0.03$ ). Therefore, Hypothesis 4 is not verified.

#### 4. Conclusion

This study on the basis of summarizing the domestic and foreign existing research conclusion, the perspective of dynamic self control, positive emotions, and the relationship between job involvement and adopt a self-reported questionnaire survey method, for continuous ten working days of the subjects (excluding Saturday) measurement, and use the multi-level linear model is analyzed, finally get the following conclusion:

First, there is a positive correlation between self restraint, positive emotions, and job involvement.

Second, self restraint, positive emotions, and job involvement are not significantly different in demographic variables.

Third, positive emotions play a comprehensive mediating role in the impact of self restraint on job involvement.

Fourth, self restraint traits have no moderating effect on daily positive emotions in daily work.

#### References

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