

The Research on The Relationship Between Employee Psychology and Work Performance

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Abstract. Employees' psychological well-being influences how well they operate at work., the subject of a paper examining the link between employee psychology and performance. Research shows that there is a strong relationship between employees' mental health and their performance at work. First, mental health issues, such as anxiety and depression, can lead to poor concentration and mood swings in employees, which can reduce job performance. Secondly, positive psychological states, such as job satisfaction and emotional stability, are positively related to employees' creativity and innovation capabilities. This means that employees in a positive psychological state are more likely to realize their potential and improve their performance levels. Additionally, the relationship between the employee and the organization also has an impact on the link between psychology and performance. A good organizational climate, supportive leadership, and a fair reward system can help improve employees' mental health and, in turn, their performance. Therefore, since this has a big impact on enhancing employee performance, it is imperative that employers pay attention to the mental health of their staff and provide a welcoming and comfortable work environment.

Keywords: Anxiety and depression; poor concentration; job satisfaction and emotional stability; working environment.

1. Introduction

In today's commercial work environment combined with artificial intelligence, improving employee work performance is crucial for an enterprise's sustainable development. Employee performance not only directly affects a company's operational efficiency but also relates to its reputation and long-term prospects. However, the factors influencing employee work performance are complex and intricate, requiring comprehensive and in-depth research and analysis.

On one hand, an employee's intrinsic motivation, innovation capability, and loyalty to the company are key determinants of work performance. High work motivation can drive employees to devote more effort, innovative thinking helps improve work efficiency, and loyalty enables employees to make greater contributions to the company's operations and development in the long-run. In addition, some external conditions such as the management classes' leadership style in certain companies and work environment also have profound impacts on employee performance. Currently, most research still focuses on the influence of single factors on work performance, lacking a systematic discussion of the interactive effects of multiple factors.

This study aims to comprehensively consider employees' personal traits, capabilities, as well as corporate environment and other multifaceted factors, to systematically analyze their influence mechanisms on employee work performance. The research adopts a combined quantitative and qualitative approach, including questionnaire surveys and interviews, to collect and analyze relevant data, explore the relationships between different factors, and uncover their interactive effects on work performance.

This research will help enterprises fully understand the key factors affecting employee work performance, thereby formulating effective human resource management strategies, optimizing the work environment, stimulating employees' work enthusiasm, enhancing employee work performance, and promoting the enterprise's sustainable development. Meanwhile, the research findings will also provide empirical support for the theoretical development of related disciplines.

2. Organization of the Text

2.1. Motivation and Commitment

Firstly, the motivation and commitment play an indispensable role in working tasks, especially with premium quality performance, like reference [1] mentions, the breaks of spiritual contracts that caused by the negative effects organization's commitment also lead to several negative influences to employees' performance. Employees with high organizational commitment are more willing to devote them to complete the work tasks efficiently. Reasons for these situation may include the potential compensation, such as bonus, opportunities to be promoted, the career development opportunities, challenging work tasks and good working environment. These factors can motivate workers to complete their works with more efforts and input. In addition, the organizational commitment is directly related to the workers motivation. In reference [2], there is a crucial definition calls mesomeric effects, it refers to the process of examining how independent variable X affects dependent variable Y. This variable M is the intermediary variable if variable X influences variable Y through variable M.

The internal motivation can be seemed as the variable X, which can be continuously changing because of the the external factors of working, then, the intermediary variable M's working investment which can include efforts, time, funds and opportunity cost, this is directly influenced by the spiritual motivation from each workers. Y can be the employees' performance which influenced by the motivation through Y, the research model in this article reveal that the positive motivation all cause positive prediction role to works itself, work input and workers performance

2.2. Creativity and Innovation

Secondly, it is admitted the creativity and innovation can also be related to the working performance. Most of the roles are revealed in higher efficiency of problem-solving ability, communication ability in a whole hierarchy and working style-matching ability. As the development of technology area of numerous corporations, the competitiveness in all industries are extremely severe, such as artificial intelligence, sustainable resources and automobile, the cognitive style matching can be a decisive factor to workers creativity and innovation, it means the better matching of cognitive between management class and foundation class employees, the better innovation ability of workers can be exploited. It can be reflected in [3], the difference in cognition style between employees and managers will reduce the innovation and creativity. Since the employees with high job satisfaction are more likely to exhibit the creativity and innovation with higher level. In an environment which makes them feel satisfied can stimulate their imagination, these kind of creatures are likely to make positive roles to individual tasks and corporation development. Moreover, the creativity and innovation is the most valuable and rare ability in the current trend that the majority of repetitive works can be replaced, the impact on a company with stimulation for innovation ability is profound. Also, as [3] mentions, the creativity and flexible application of innovation can prompt the efficiency of working process and likelihood of working solutions, thereby improving the working performance.

2.2.1 Specific example of creativity and innovation aspect

For example, the innovation strategy to improve the market shares of Netflix, Netflix's core philosophy and business philosophy is to form a "dream team" (bringing all the talent together) to maximize efficiency, and these five rules (encouraging employees to make their own decisions, being honest with others, retaining only top-tier performers, sharing information freely and discreetly with one another, including possible competitors, and disobeying rules) are also underlying their entry into the Internet market. The reference [4] introduces The effect of psychological capital mediation job satisfaction on performance. Along with business decisions such as bringing DVDs to market, Netflix was able to achieve disruptive innovation success because the company did not create an "imbalance

of power", meaning a high combination of responsibility and freedom, which not only led to mistakes, but also laid the foundation for business development.

2.2.2 Organizational loyalty

Reflecting in reference [5], because of private company becomes prosperity in recent years, but this rapid development also causes lots of issues, such as a talent crisis, the employees with excellent academic background and technical skills, they are lack of the belongingness to corporations. Since they just focus on the personal profit rather than considering the overall potential opportunities for company to have more market shares.

As the workers with high loyalty to corporations are more likely to bond the emotional connection with firms, then identify with the value concept, these kind of recognition makes them more willing to put extra efforts and show a higher performance level. In addition, it is also crucial to enhance the employees' positive emotions, the supportive leader can improve the emotional state by giving them emotional support, encouragement and recognizing them to increase their confidence. Thus, the workers' expectation and satisfaction will also reflect an upward trend, like experiment in [6] mentions, in opposite situation, when the leader with negative emotions, it influences workers working performance in a large extent.

Beside this, supportive leaders can promote employees' engagement and commitment, this kind of leaders makes employees feel their work tasks are meaningful by listening to their opinions carefully and responding with feedback simultaneously. This increase in participation and commitment can stimulate employees' work motivation and make them more focused and devoted to their work tasks, thereby improving work performance.

2.2.3 Supportive leadership

Additionally, encouraging staff learning and development: As the similar core theory of [7], supportive leadership prioritizes staff development, offers feedback and training opportunities, and motivates staff to pick up new skills and information. Employees' abilities and confidence are boosted by this learning and development opportunity, which raises their performance levels at work.

The wonder of one's work is another essential factor in raising motivation at work. Because of the [8] mentions that the work awe can affect employees' performance in a large extent, thus the respect for one's job can pique workers' inner drive and excitement for their work. Employees are more driven to pursue excellence, maintain attention and engagement, and work toward goals when they are amazed by their work. This boost in motivation contributes to better work output. Employees who experience work awe feel accountable for their duties and obligations. They are prepared to take on their work since they understand how important it is.

Supportive leadership can increase employees' sense of identity and belonging to the organization and reduce employee turnover. When employees feel supported and cared for by their leaders, they are more likely to stay with the organization and contribute to its long-term development. Supportive leadership focuses on the overall well-being of employees, including physical and mental health. By understanding the needs of employees and providing flexibility and support, leaders can reduce work stress and promote work-life balance, thereby improving the health of employees.

2.3. Sense of Responsibility

Employees are motivated to finish their work more thoroughly and attentively when they have a sense of responsibility, which improves work performance and quality. Additionally, work awe increases employees' feelings of pride and contentment with their employment. They understand the importance of their work and how it affects the organization and other people. This type of job satisfaction can enhance workers' mental health and well-being, which will enhance their productivity. Next, job recognition can help employees feel more confident and good about themselves.

Draw conclusion from reference [9]. Employees get confidence in their skills and value when they perceive that others value and recognize the work they have done. Their positive attitude and

performance at work are enhanced by their heightened sense of self-worth and confidence. Employee job satisfaction may rise as a result of job recognition. Employees are content and pleased when they believe that their labor is respected and acknowledged.

Employees that experience this level of job satisfaction may be more committed and thorough in their work, which will enhance output by igniting a passion and drive for work. Recognizing good work can boost employees' excitement and motivation. Employees are more driven to strive for greatness when they believe that their efforts and accomplishments are acknowledged. Employee motivation and excitement are increased, which enhances

3. Conclusion

Work performance is influenced by multiple factors, including employees' intrinsic motivation and organizational commitment, innovation capability, loyalty to the company, and leadership style. High intrinsic motivation and commitment to the organization can drive employees to devote more effort to completing tasks. Innovative thinking helps improve work efficiency, problem-solving ability, and thus enhances work performance.

Employee loyalty to the company is also an important factor affecting work performance, as loyal employees are more willing to make efforts for the company's long-term development. Additionally, a supportive leadership style can stimulate employees' work enthusiasm, create a positive work atmosphere, enhance employees' sense of responsibility and pride, and consequently improve work performance.

These research findings have important implications for corporate management practices. Companies should pay attention to employees' intrinsic needs and create an environment conducive to motivating work enthusiasm.

They should also cultivate employees' innovative awareness and encourage innovation. Furthermore, companies need to strengthen corporate culture and enhance employees' sense of identification and loyalty. Leaders should adopt a supportive leadership approach, provide emotional support and affirmation to employees, and guide them to work hard.

Future research could further explore the relationships between different factors and their interactive effects on work performance. It could also investigate whether these factors have different impacts on work performance across different industries and corporate cultures. Through continuous in-depth research, the human resource management practices in enterprises can be better guided, improve employee work performance, and promote sustainable corporate development.

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