

Linking Work-Family Enrichment and Innovative Workplace Behavior: The Mediating Role of Positive Emotions

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Abstract : Innovation is a key driver for economic growth and well-being of developed as well as emerging economies like India. Very few studies examined the relationship between IWB and work-family enrichment. Therefore, the present study examines the relationship between work-family enrichment (WFE) and innovative workplace behavior (IWB) and whether it is mediated by positive emotions. Social exchange theory and broaden and build theory explain the proposed relationships. Data were collected from 250 full time dual working parents in different Indian organizations through a survey questionnaire. Snowball technique was used for approaching respondents. Mediation analysis was assessed through PROCESS macro (Hayes, 2012) in SPSS. With correlational analysis, it was explored that all three variables were significantly and positively related. Analysis suggests that work-family enrichment is significantly related to innovative workplace behavior and this relationship is partially mediated by positive emotions. A cross-sectional design, use of self-reported questions and data collected only from dual working parents are few limitations of the study. This is one of the few studies to examine the innovative workplace behavior in response to work-family enrichment and first attempt to examine the mediation effect of emotions between these two variables.

Keywords : dual working parents, emotions, innovative workplace behavior, work-family enrichment

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