

Do Self-efficacy and Competency-Position Fit Determine R&D Employees' Innovative Behavior? Integrating an Anthropological View

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KEYWORDS Creativity. Innovation. R&D. Self-efficacy. Social Cognitive Theory

ABSTRACT Creativity research in the field of business anthropology has focused on the relationship between personality and innovative behavior, in business organizations. However, few studies have empirically examined the effect of positive personality traits on innovative behavior of R&D staff. The purpose of this paper is to reveal the correlations among self-efficacy, competency-position fit (CPF), and R&D employees' innovative behavior, in different work settings. With 328 R&D staff in China participating in the survey, this research employs a profile deviation analysis to conduct a comparison between R&D employees working on R&D project, and those in R&D program. The researchers' findings indicate that the ideal type of R&D employees will perform significantly better in creativity than non-ideal ones, while self-efficacy and CPF are key factors that facilitate R&D staff to achieve outstanding innovative performance. The results give credence to the notion that the holistic perspective of fit between positive personality traits and work settings has a significant impact on R&D employees' innovative behavior. Overall, this paper brings new insights into the understanding of how R&D employees' positive personality traits influence their own creativity which provides valuable implications for business organizations, to motivate innovative behavior of R&D staff.