

A Research on How Work Experience Influencing Mental Quality of Entrepreneurs

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Abstract

In order to explore and test how experience effecting mental quality, this paper constructs the evaluation index system of work experience in the perspective of post experience and organizational experience, and this paper constructs the evaluation index system of mental quality in the perspective of personality factor, decision factor and health factor. Based on this, testing the relationship between experience and mental quality according to the data of questionnaire investigation is researched. The results demonstrate that organization experience has positive effects on personality factors, decision factors and health factors, job experience does not has effects on mental quality. At last, based on the problems-finding, it gives some thinking.

Keywords: Entrepreneurs, Experience, Mental quality

1. Introduction

The openness of psychological quality system determines its inevitability with the interaction external and internal environment. Therefore, with considerable time of learning and working experiences, the psychological quality will gradually develop and mature with a stable trajectory path in dependent with the psychological condition. As individual psychological quality is key elements of enterprise success, psychological quality and work experience are very important from the perspective of both and target post match degrees and work experience to the psychological quality of the action mechanism, it is the practice of urgent need to address the problem. However, practical demands are not matching to the theory in the systematical research of psychological quality of entrepreneurs. Relevant working experience deals with little impact on the study of psychological quality. Based on this, the paper takes entrepreneurs group as the research object, and tries to dig for psychological quality is in the deep influence on the working experience, the different types of clarity to the psychological quality of the function mechanism of different dimensions, so as to improve the psychological quality to help entrepreneurs.

2. Literature Review

Along with the development of psychology, people gradually realize the question that psychological quality of work experience is very important (Adya, 2008), (Leunga, et al., 2008), (Cole, Elliott, Robert, Strobl, Eric., 2008). Work experience of managers affects decision information procedural decision and choice preference of thinking mode, helps straighten procedural problems solution (Goldman, 2008), (Foguem, Coudert, Béler, Geneste, 2008), (Patzelt, Holger, Knyphausen-Aufse, Dodo, Nikol, Petra., 2008). High density work experience will enhance personal in the rapidly changing environment in the face of the work motivation, working trouble (Pulakos, Arad, Donovan, Plamondon, 2000), (Lin, 2008); experienced managers are easier to establish the upheaval in the confidence to overcome all difficulties (Ko, Dennis, 2011). In addition, through the working experience, the overall cognitive ability, motivation and job-related skills are able to obtain considerable growth. Individual experience, the organization situation to accomplish the task challenging is complex, the leadership and training which makes get the chance of post exercise, the organization performance evaluation and feedback system etc will affect the personal psychological quality (Zoogah, 2010), (Huckman, Staats, and David, 2009). To sum up, from existing psychological quality development research, it can be seen that theoretical studies are more, empirical researches are less. And in empirical studies, resulting in the psychological quality often stays in the theoretical exploration level of psychological quality development; it is difficult

to make substantial guidance. In view of this, this paper explores entrepreneurs as the scene of its working experience in variables to the influence of the psychological quality, so as to provide the psychological diathesis development entrepreneurs for reference.

3. Working Experience of Entrepreneurs Influence Psychological Quality on the Proposed Assumptions

Assumption 1a: Entrepreneurs' grassroots position working experience has positive effects on the personality factors; Assumption 1b: Entrepreneurs' grass-roots position working experience has positive impact on decision factors; Assumption 1c: Entrepreneurs' grass-roots position working experience has positive impact on psychological health factors. Assumption 2a: Entrepreneurs' organizational experience has positive impact on personality factors. Assumption 2b: Entrepreneurs' organizational experience has positive impact on decision factors. Assumption 2c: Entrepreneurs' organizational experience has positive impact on health factors.

4 The Research Process

4.1 Data Sources and Description

Data comes from the psychological quality and work experience of entrepreneur's questionnaire. The questionnaire is made by Richter magnitude scale, the questionnaire is used for asking respondents to answer each of the question by which measurement is most like, among this "1" means "significant deficiencies"; "2" means "insufficient as well"; "3" means "general"; "4" means "good"; "5" means "rich". The questionnaire is designed with the help of MBA students by local working relationship and interpersonal relationship to launch an investigation, and supplemented by mail, telephone and so on, it is investigated in many kinds of ways. The process is through three months (2010 July - 2010 October), for a total of 700 copies of questionnaires, sorting out the invalid questionnaires, there were 527 valid questionnaires with a usability rate of 75.3%. Among them, the answerers distribute among the following 14 provinces: Beijing, Gansu, Guangdong, Guangxi, Hebei, Hubei, Jiangsu, Liaoning, Qinghai, Shandong, Sichuan, Yunnan, Zhejiang, Chongqing. Age distribution: 30 to 40 years old 31 people, 41 years old to 50 years old, 51 years old 301 188 people otherwise seven people, therefore the not. Degree: college and below 16 people, undergraduate 148 people, graduate students, Ph.D. 44 306, others 13.

4.2 Work Experience and Psychological Quality Scale Reliability and Validity Analysis

By applying the SPSS16.0 software, the reliability analysis of Cronbach coefficient is calculated. The result is that 0.604 for the gamerelease, work experience scale has good reliability level. In validity inspection, work experience in the significant level was 0.000 freedom for 15, chi-square value is 201.092, sample measure that 0.614, value between variables can significantly related, causal analysis. Using principal component analysis, extraction characteristic value of common factor, greater than 1 with maximum variation coefficient method for the orthogonal rotating, after maximum orthogonal rotating, withdraw two factors, the result is shown in table 1. In variables together degrees aspects, all value exceeds 0.5, shows that scale had good structural validity. When two factors, the extracted eigenvalues are greater than 1, accumulative total variance explained 61.614% (standard for rate of greater than or equal to 60%).

4.3 Psychological Quality Scale Reliability and Validity Analysis

By applying SPSS16.0 software, the reliability analysis of Cronbach 's calculated coefficient for the gamerelease is 0.909, psychological quality scale has good reliability level. In validity inspection, KMO and Bartlett is good for the factor analysis of the feasibility investigation, psychological quality scale in the significant level, 0.000 freedom for 55, chi-square value is 1.331E3, sample measure is 0.901. It was significantly related based on principal component analysis, extraction characteristic value of common factor, greater than 1 with maximum variation coefficient method for the orthogonal rotating, after maximum orthogonal rotating, in extracting the premise of three factors, get the load various factors, as shown in chart 2. In a variable, and the minimum common degrees aspects for 0.587, explains most of the mutation. Observed variables indicate that scale had good structural validity. This questionnaire extraction, the three factors are greater than 1 characteristic value, the cumulative variance explained 71.045% (standard for rate of greater than or equal to 60%).

4.4 Psychological Quality and Working Experience of Entrepreneurs Affecting Path Analysis

This paper uses LISREL8.3 software, through the maximum likelihood estimation to get the final regression results. The results show that the selected χ^2/df , NFI , RFI , IFI , CFI , $RMSEA$ fitting effect testing model standards are within the acceptable limits, it demonstrates the fitting degree of the ideal model and observation data is good. Some scholars think the qualify value is between 0.08 and 0.1, according to this standard, this model may be accepted, slightly above 0.08, it is 0.082, the model and data fitting effect can be accepted, the fitting result is shown in table 3.

Among them, the model is all the work experience model are as independent variables and dimension of psychological

quality as the dependent variable regression, the result shows that organization experience on personality factors, decision factors, heart health factors in the path coefficient, under the significant level respectively to strike, height, reached 0.90. Work experience for the influence of three psychological quality are not significant. Specific results are shown in figure 2.

4.5 Hypothesis Test Results Discussed

It can be seen from figure 2, there is no significant influence about work experience on personality factors, emotional factors, decision factors, and the assumption 1 is not verified. This phenomenon may exist for the following reasons: from the survey of samples, age distribution feature for 30 to 40 years old is 31 people, 41 years old to 50 years old, 51 years old 301 188 people over 40. To a great extent, most of these workers engaged in work in a totally planned economy, competition is relatively small, independent decision-making opportunity is not much, changes in the environment is relatively small, the psychological quality of management efficiency, so there is no significant difference of the work experience based on post psychological quality, the effect is not reflected. Organization experience on personality factors, emotional factors, decision factors was significantly influence, the assuming 2 is verified.

5. Conclusion and Enlightenment

The psychological quality is constructed from personality factors; decision factors, mental health factors, and empirical analysis index system of the relationship between them are researched. Research shows that the entrepreneurs of personality factors, organizational experience decision factors, mental health factors have significant positive effects, and the results can provide a new perspective for psychological quality development strategy. However, work experience does not influence psychological quality dimensions significantly, for this phenomenon; this paper gives the corresponding explanation.

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Table 1. Working experience exploratory factor analysis

	factor 1	factor 2
Basic work experience	.875	.029
Incumbent post similar working experience	.658	.083
A variety of work position working experience	.841	.013
Large enterprise unit work experience	-.118	.694
Large institution work experience	.174	.828
Study abroad and work experience	.104	.749

Table 2. After turn factor loading matrix

	factor 1	factor 2	factor 3
Mentality clear	.773	.225	.257
Agile thinking	.641	.577	-.017
broad-minded	.623	.152	.596
tough-minded	.663	.294	.246
Right from wrong	.687	.151	.507
Positive enterprising	.771	.286	.045
insight	.334	.724	.257
Intuition and foresee	.414	.636	.176
Modest and prudent	.358	.188	.757
flexible	.120	.797	.338
Mood stability	.013	.324	.812

Table 3. Model fitting index output

Model type	χ^2/df	NFI	RFI	IFI	CFI	RMSEA
Default mode	5.944	0.809	0.741	0.836	0.834	0.082
Saturated mode	—	1.000	—	1.000	1.000	—
Independent mode	22.978	0.000	0.000	0.000	0.000	0.206

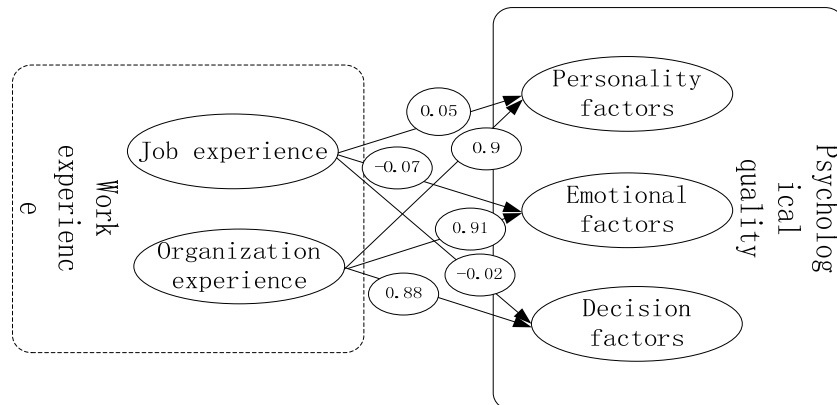


Figure 1. The relationship between work experience and psychology quality