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299

(1)

(2)

210093

214222

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71372027)



1.

Super Elizur  
Elizur Manhardt

2

Ambile  
West Farr

West Farr

Scott Bruce

3

Breaugh

4

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H1a

West Farr

2

H1b

3

H1c

5

H2a

H2b

H2c

1.

6

565 92 565  
 299 49.5% 50.5% 70.6%  
 26.1% 3.3% 18-23 16.1% 24-  
 28 35.1% 29-33 29.4% 34-37 11.7% 38-43  
 5.7% 44-53 1.3% 54-60 0.7%

2

Meyer

21

5

0.946

9

0.914

7

0.904

0.899

Breaugh

7

0.902

Scott Bruce

/

/

6

0.812

Lisrel8.70

Spss19.0

1.

5

26.459%

50%

2

Lisrel8.70

	<sup>2</sup>	df	<sup>2</sup> /df	RMSEA	CFI	NNFI
V1,V2,V3,ZZ,CX	1357.201	517	2.63	0.067	0.947	0.942
: V1,V2,V3+ZZ,CX	1995.450	521	3.83	0.108	0.906	0.899
: V1+V2+V3,ZZ,CX	4135.879	524	7.89	0.235	0.770	0.754
: V1+V2+V3,ZZ+CX	5160.910	526	9.81	0.264	0.705	0.685
: V1+V2+V3+ZZ+CX	5603.177	527	10.63	0.288	0.677	0.656

V1

V2

V3

ZZ

CX

+

Steiger  $\chi^2/df$  RMSEA CFI NNFI

1

3

2

2

( $r = -0.307$   $p < 0.01$ )

( $r = 0.480$   $p < 0.001$ )

0.01)

( $r = 0.391$   $p < 0.01$ )

			1	2	3	4	5
1.	3.698	1.079	1				
2.	3.979	0.678	0.012	1			
3.	3.941	0.732	0.228*	0.517**	1		
4.	3.376	0.845	0.280*	0.021	0.398*	1	
5.	3.915	0.505	-0.307**	0.480*	0.391**	0.019	1

H<sub>1a</sub> H<sub>1b</sub> H<sub>1c</sub>

2

( $r = 0.019$   $p > 0.05$ )

4.

1

2

F 1 2

0.024 .0005

0.013 0.0005

-0.337\*\* -0.254\*\*

0.021 \*\* DP

0.0125

3

3

2

..  
..  
..

P 2

= -0.365  $p < 0.001$

x  
x  
x

= -0.314  $p < 0.001$

= -0.297  $p < 0.001$

R<sup>2</sup>  
R<sup>2</sup>  
F

0.076

0.060\*\*

4.818\*\*

0.001

H<sub>1a</sub> H<sub>1b</sub> H<sub>1c</sub>

3

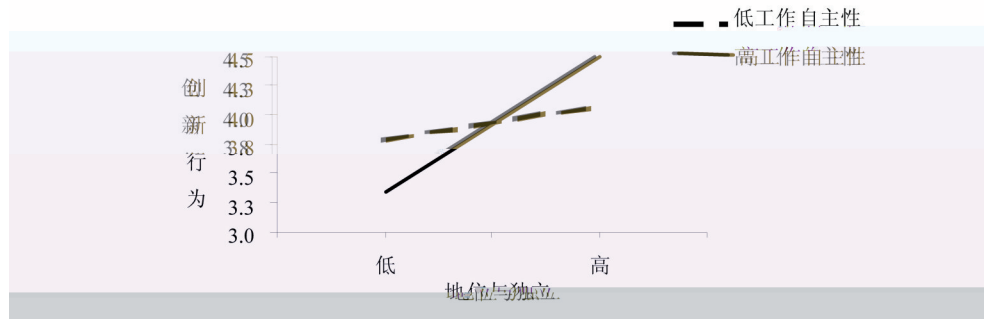
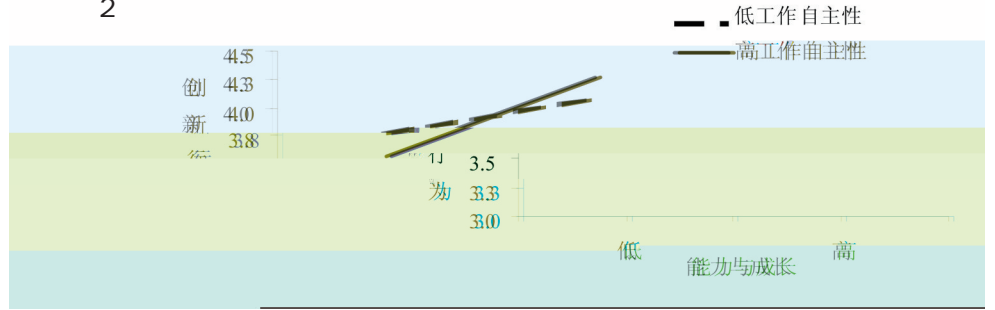
x

= -0.104  $p < 0.05$

0.05

2

2



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## **On Creativity of Knowledge Workers From the Perspective of Work Values**

**Peng Zhengan Ren HuanLiang**

**Abstract:** This study explores the causing mechanism of creative behavior, based on the perspective of work values and the moderating role of work autonomy. Data were collected from 299 employees, and the empirical results from hierarchical multiple regression suggest that (1)work values has a significant effect on innovative behavior, comfort and security (Comfort) has a significant negative impact on innovative behavior, competence and growth (Competence) has a significant positive impact on innovative behavior, status and independence (Status) also has a significant positive impact on innovative behavior.(2) Work autonomy plays a moderating role between work values and innovative behavior. Work autonomy has a significant negative moderating effect on the relationship between Comfort and innovative behavior. On the contrary, Work autonomy has a significant positive moderating effect on the relationship between Competence and innovative behavior, as well as that between Status and innovative behavior.

**Keywords:** work values; creative behavior; work autonomy; knowledge worker