

SGH

Warsaw School
of Economics



GDAŃSK UNIVERSITY
OF TECHNOLOGY

Enhancing Training Participation by Technology Adoption: Mediating role of Employee Well-being and Autonomy

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Agenda

- Hypothesis, methods and sample
- Theoretical background and research model
- Research results
- Conclusions and research limitations

Research



HYPOTHESIS:

- Employees training participation is a corollary of technology adoption at the enterprise level and is positively reinforced by employee well-being and job autonomy.



METHODS:

- Confirmatory analysis using structural equation modelling (SEM CFA).
- Mediation and moderation effects.



SAMPLE

- Cedefop ESJS2 dataset - data collected online from a sample of 30,701 employees.

Ryan and Deci's self-determination theory

Autonomy

- the freedom to make independent decisions;

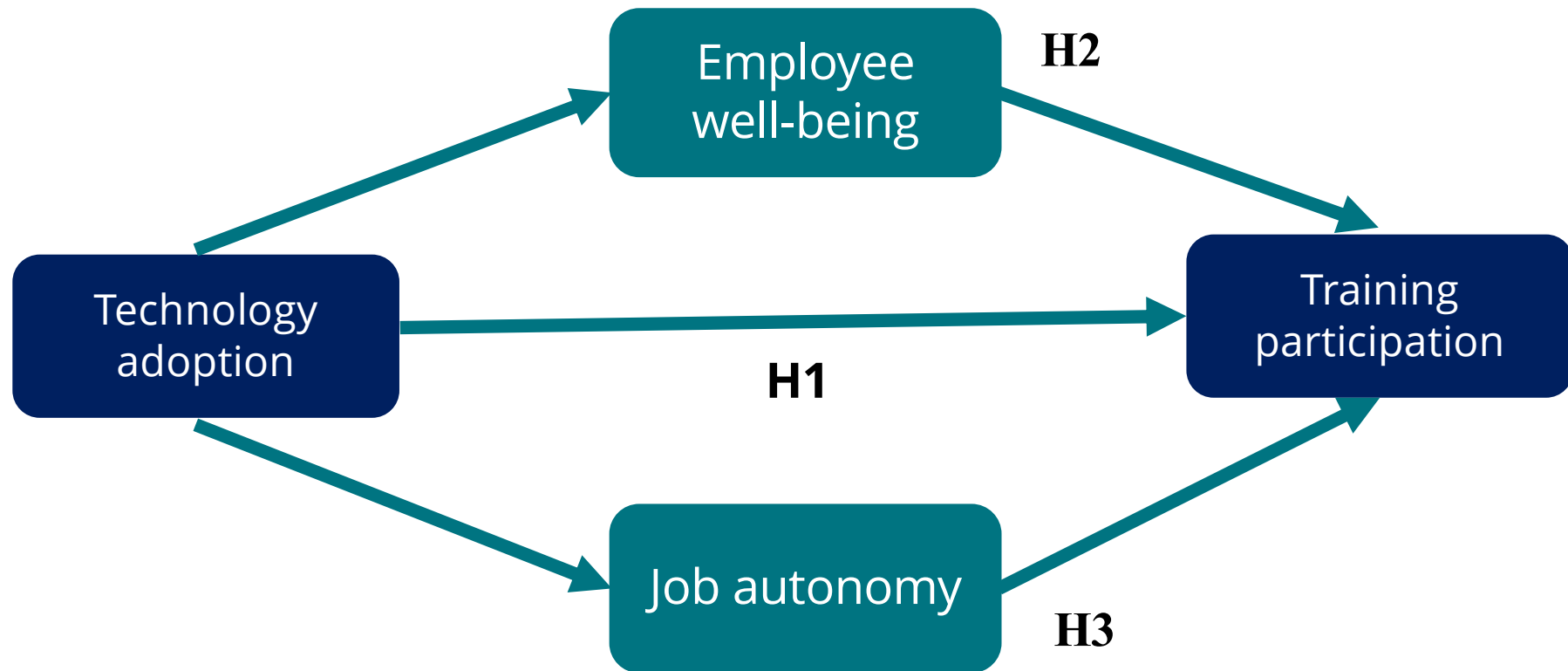
Competence

- a sense of learning and mastery;

Relatedness

- fostering high-quality relationships with colleagues at work;

Conceptual model



Research hypotheses

H1

The technology adoption is positively related to training participation.

H2

The technology adoption is positively related to training participation through positive influence on employee well-being.

H3

The technology adoption is positively related to training participation through positive influence on job autonomy.

Variables

Training participation

- 6 items: attendance in courses, workshops, seminars, and on-the-job training, and the need to develop skills related to information technologies, numerical skills, and technical skills.

Employee well-being

- 5 items: happiness (interest in work and sense of security), relationships (with supervisors and colleagues), and health (supported by a proper work-life balance).

Technology adoption

- 5 items: changes in workplaces over the last 12 months, introduction of new work management practices, changes in the way daily tasks are performed, the introduction of new computer systems and digital tools, new products or services and the relocation of work to other locations.

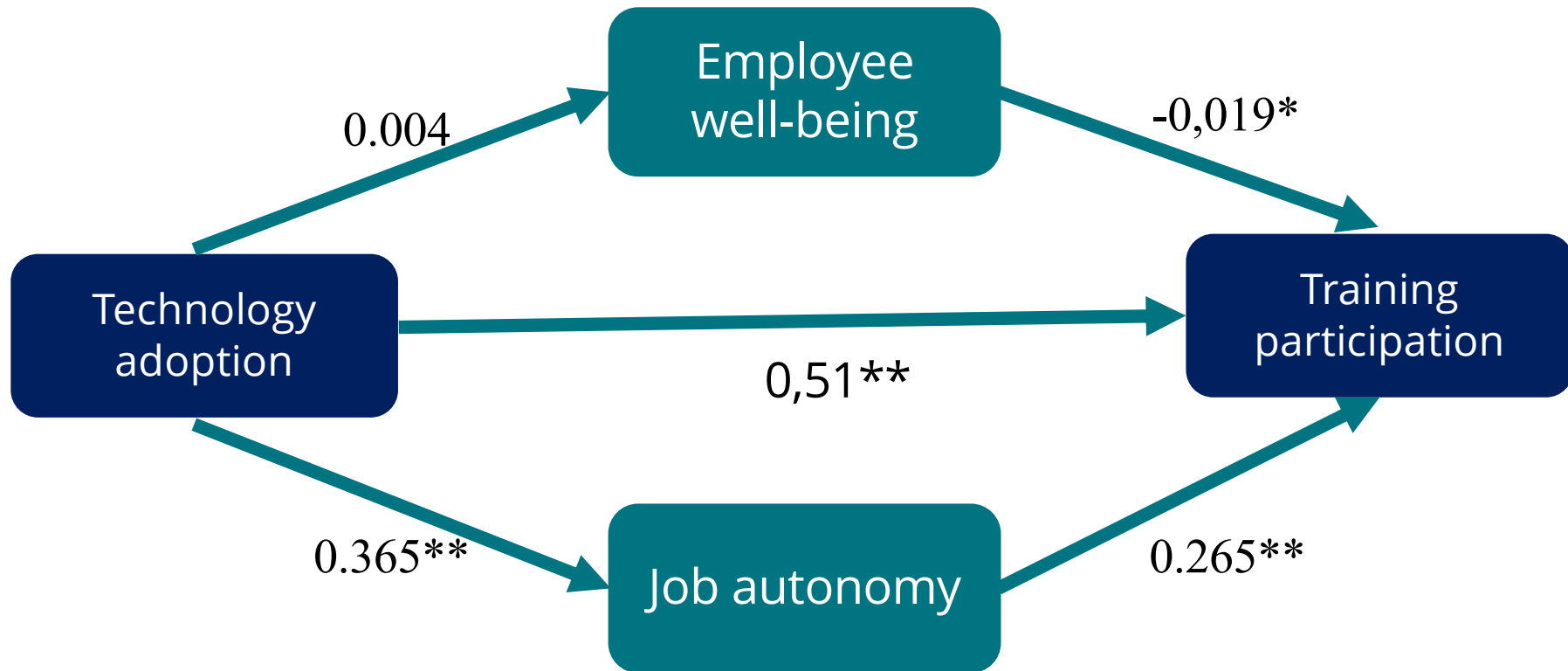
Job autonomy

- 5 items: the ability to choose work methods and tools, plan one's own professional activities, respond to unforeseen situations, and the diversity of tasks requiring the acquisition of new skills

Assessment of Psychometric Properties of the Scales

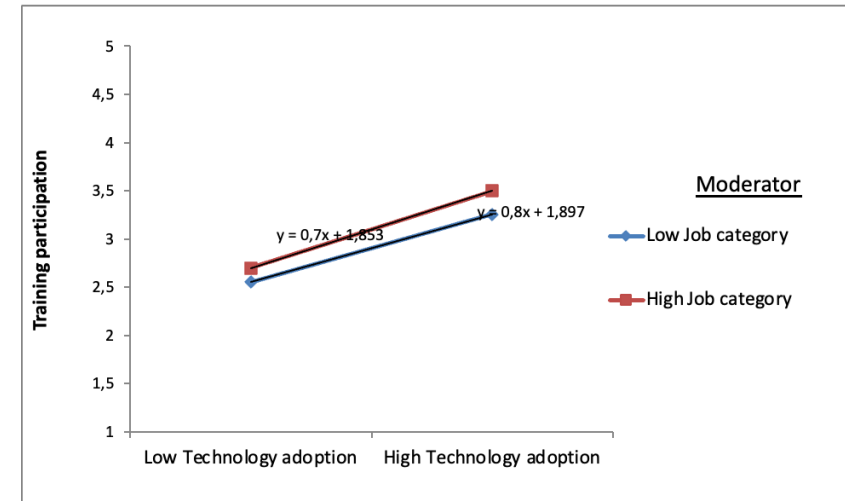
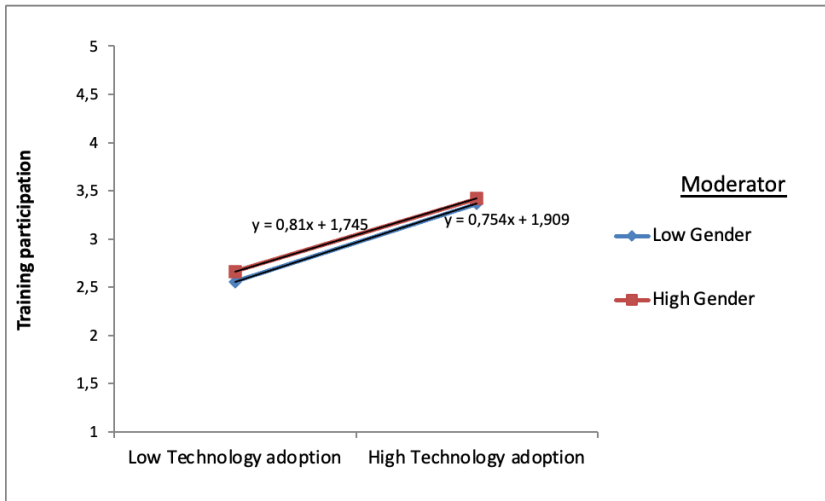
Variable	CR	AVE	α	Correlation/ Square root of the AVE*			
				1	2	3	4
1. Training participation	0.684	0.268	0.684	0.518			
2. Technology adoption	0.706	0.327	0.704	0.606	0.572		
3. Employee well-being	0.913	0.676	0.912	-0.039	0.018	0.822	
4. Job autonomy	0.725	0.348	0.726	0.454	0.366	-0.115	0.590

Direct effects of the hypothesized framework



*p<0,005; ***p<0,001;

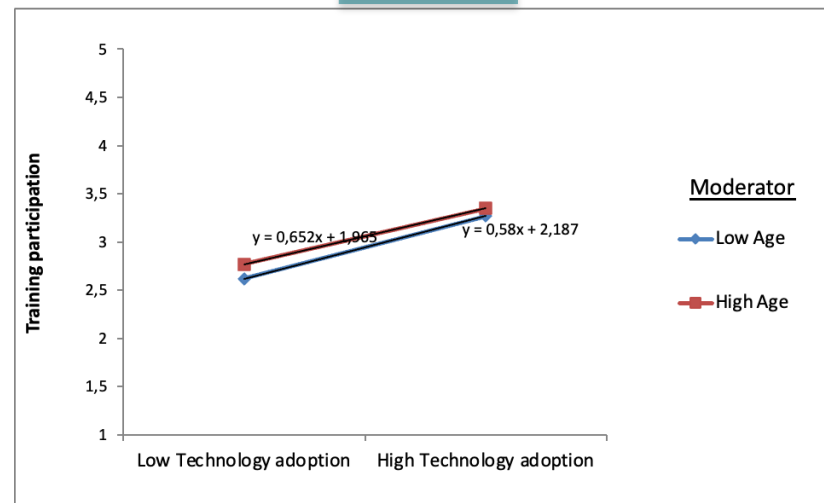
Influence of employee gender, age and job category



- stronger for younger employees



- 1 for male, 2 for female, and 3 for non-binary;
- relationship is stronger for men than for women and non-binary individuals



- 9 job categories: from 1. Manager, through 5. Clerical Support Worker, to 9. Elementary Occupations Worker
- stronger for positions with lower levels of responsibility

Conclusions

Impact

Mediators

Moderators

- Technology adoption directly enhances training participation.
- Job autonomy mediates the relationship between technology adoption and training participation;
- Employee well-being does not mediate this relationship;
- Factors such as age, gender, and job category significantly moderate the relationship between technology adoption and training participation.

Research limitations

Geographic
limitation

Self-reported
measures

Linear
relationships

Other mediators
and moderators

Types of
technologies

Qualitative
methods

Thank you!

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