A Study on the Influence of Job Exclusion on the Well-Being of the New Generation of Employees

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Abstract. In the 21st century, China's labor market has quietly changed, the new generation of employees has become the main force in the workplace [1]. The new generation of employees refers to workers born in the 1980s and 1990s, due to the differences in the growth environment. So that the new generation of employees in the values, career development and other aspects of new changes [2], they pursue happy, free, equal work situation, high self-esteem, advocate people-oriented leadership with the new generation of employees gradually becoming the main force in the workplace, the development of enterprises is more and more dependent on the new Generation staff [3]. Based on the characteristics of the new generation of employees, how to effectively manage the new generation of employees and improve the well-being of the new generation of employees has gradually become the focus of attention of the industry and academic circles [4]. Existing studies show that the well-being of employees can not only stimulate their work passion, but also improve their job performance [5], and reduce their job burnout and turnover rate [9], which is crucial to the survival and development of the organization. Therefore, it is of great theoretical and practical significance to study how to improve the happiness of new generation employees.

Keywords: Workplace exclusion, Employee happiness, Sense of organizational support, emotional intelligence.

1. The Background of the Topic

1.1 Basis for Selecting Topics

The theory of social exchange holds that employees in supportive environment can understand the importance and concern of the organization and have a strong sense of organizational support, thus producing a strong sense of happiness [12]. And workplace exclusion undermines the good relationship between the organization and its employees, and the excluded employees do not have the support and value of their colleagues in the organization, which makes them feel less supportive and concerned about the organization [15]. It reduces employees' sense of organizational support and has a negative impact on their well-being. Many management practices show that the new generation of employees in the face of job difficulties and pressure have emotional instability, resilience is not enough. Foot, poor self-regulation and other problems [5]. The favorable treatment that employees receive from the organization will increase their sense of organizational support; on the contrary, the repellent behavior of employees will reduce the perceived organizational support. And a high sense of organizational support helps to break down the pessimism of employees and stimulate positive emotions [27].

Some scholars have pointed out that the process of occupational exclusion is often associated with the contextual elements in which they are located. When it comes to individuals, individual traits often affect the specific direction of the role of workplace exclusion [13]. In other words, employees with different characteristics may react differently when faced with workplace exclusion, so researchers should take into account the role of individual traits in the study of the effects of workplace exclusion on employees. Previous studies have not explored the impact of personal traits on employees in the workplace. Emotional intelligence, as an individual trait resource, can supplement the depleted resources [18], which may buffer the occupational exclusion from the group. Weave the impact of a sense of support. Therefore, this study introduces emotional intelligence to

explore the role of occupational exclusion on organizational support from the perspective of individual perception and individual trait [6], to make up for the shortcomings of previous studies.

1.2 Research Significance

Theoretically, although there are a lot of researches on employee happiness, few scholars do in-depth research on the relationship between them from the perspective of workplace exclusion. Workplace exclusion and the well-being of the new generation of employees are both the leading themes in the field of management in recent years [11]. The combination of workplace exclusion and employee happiness is not only the trend of research in the field. And the formation of the new generation of staff well-being research a rich and development [17]. In addition, based on the theory of social exchange, this study aims at organizational support and emotional intelligence as intermediary variables and moderators of the relationship between workplace exclusion and employee well-being. The conduction mechanism and boundary conditions are used to provide ideas and methods for further research. In practice the perception of organizational support given by employees in the organization will also affect their well-being when the workplace exclusion occurs and the emotional intelligence of the employees can regulate the perception level of the employees [19]. Well, through the study of the relationship between workplace exclusion and the well-being of the new generation of employees, we can help enterprises solve the problem of how to formulate measures to improve the well-being of their employees when they encounter exclusion in the workplace, and help enterprises to make preventive mechanisms. In order to effectively avoid employees encountered workplace rejection, experience negative emotions, affect the well-being of employees, and influence the performance of the organization [14].

2. Research Contents

2.1 A Study on the Influence of Job Exclusion on Employee Well-being

Workplace exclusion refers to the unfair treatment of exclusion and neglect from others, which is not accepted by the members of the organization [23]. Employee happiness refers to the positive state of mental health of employees in the workplace, which reflects the physiological arousal state and the level of psychological satisfaction of the individual at work, and is an index to measure the mental health of the employees in the organization [26]. According to the theory of affective events, negative work events will affect the evaluation mechanism of individual emotional cognition, and then induce the generation of negative emotions [18]. Workplace exclusion deprives employees of the right to be noticed and makes them feel less to their presence in the organization, this will cause great psychological and even physical harm to employees [20], and will also have a serious negative impact on employees' work attitude and work behavior [17]. Workplace exclusion not only leads to negative emotions, but also causes great mental pain to employees. Their needs in terms of self-esteem, sense of belonging, and sense of control are seriously threatened and they feel exhausted [11]. Different types of negative emotions may lead to deviant behavior of employees [12]. Specifically, the reason why workplace exclusion negatively affects employee happiness is that exclusion violates individual social attributes. Bring negative emotions to an individual [13]. Exclusion ignores the existence of the individual, and the excluded employee often feels uneasy and frightened, always suspicious of himself [17], when the individual feels neglected, excluded and rejected at work. At this time, workplace exclusion will have a negative impact on the well-being of employees. In addition, this can lead to negative emotional experience [26], reducing the likelihood of happiness [22]. Moreover, when there is serious workplace exclusion in the organization, employees lose basic trust, which obviously reinforces negative feelings [16]. The production of happiness at work is a hindrance. Therefore, this study believes that when employees encounter workplace exclusion, their inner perception of unfairness will induce anxiety, fear, anger and a series of negative emotions, which will have a negative impact on the well-being of employees.

2.2 A Study on the Intermediary Role of Organizational Support

The sense of organizational support refers to the overall feeling that employees attach importance to their contribution and care about their welfare [27]. Social exchange theory holds that employees in supportive environments can better understand the importance and concern that organizations attach to them [21], while workplace exclusion undermines the good reciprocal relationship between organizations and employees. Excluded employees in the organization cannot get the support and value of their colleagues from work, and even their legitimate interests may not be guaranteed, which will make employees feel less support and care from the organization. Furthermore, the sense of organizational alienation of employees is enhanced [14], which reduces the sense of organizational support of employees. Tissue branch Holding resources can not only stimulate the personal growth and development of employees, but also meet the social emotional needs of employees. If an employee feels that the organization is willing to provide them with multiple support, then the employee will do more for the benefit of the organization [26], Adequate job resources can mitigate the negative impact of job requirements on employee well-being [27]. Through literature review, it is found that organizational support resources can affect the well-being of employees by improving their positive feelings in each role [5]. When the organization provides enough work resources and employees feel a strong sense of organizational support, it can enhance the work of employees Motivation and reduced work stress promote employee happiness [23]; on the contrary, when employees perceive a weaker sense of organizational support, it has a negative impact on employee well-being. Based on the above analysis, this study suggests that organizational support plays an intermediary role in workplace exclusion and employee well-being.

2.3 A Study on the Regulating Effect of Emotional Intelligence

Emotional intelligence refers to the ability of an individual to deal with emotion. It includes the ability to monitor the feelings and emotions of oneself and others, the ability to distinguish the differences between them, and the ability to use this information to guide one's thinking and action (Salovey and Mayer,1990). In the face of workplace exclusion, employees develop a series of negative emotions, such as anger, depression, fear, etc. Emotional intelligence can help employees understand the causes of these emotions and the reasonableness of these emotions [22]. According to the theory of conservation of resources, if the resources lost by individuals are not compensated for, the resources will be out of balance, thus exacerbating the exclusion zone in the workplace. Negative consequences [28]. Conversely, when an individual's resources are replenished or even compensated for, there is a positive mood, which in turn weakens the negative consequences of exclusion from the workplace [18]. In other words, employees with higher emotional intelligence tend to be more aware of their behavior patterns and adopt positive strategies to regulate and manage their emotions when dealing with workplace exclusion, compared with individuals with lower emotional intelligence. Take the initiative to interact with others so that others can readjust themselves to gain support and encouragement from other members of the organization and help them gain a higher sense of organizational support in the organization [19]. Overall it is said that employees with high emotional intelligence will be more aware of their behavior patterns and will adopt positive strategies to regulate and manage their emotions and buffer the relationship between workplace exclusion and weak organizational support of employees [17]. On the contrary, employees with low emotional intelligence are more likely to take evasive measures [24], which reinforces the negative impact of workplace exclusion on employees' sense of organizational support. Therefore, this study suggests that employees' emotional intelligence can regulate the relationship between workplace exclusion and organizational support. That is, when an individual has a higher emotional intelligence, this weakens the negative impact of workplace exclusion on organizational support; conversely, when the negative effect of workplace exclusion on organizational support will be strengthened when the emotional intelligence of the body is low.

3. Summary

In order to retain excellent employees and stimulate their creativity and enthusiasm, enterprises must pay attention to the change of their work values and the promotion of their happiness. At present, the internal influence mechanism of occupational exclusion on the new generation of employees' well-being has not been explored clearly. Because workplace exclusion can undermine a good and mutually beneficial relationship between the organization and its employees, excluded employees may not be supported and valued by their colleagues in the organization, and even their legitimate interests may not be guaranteed. This can make employees feel less support from the organization, organizational alienation, and then affect the well-being of employees.

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