

A Study on the meaning of work and job embeddedness affecting the creative behavior of organization members

Moon Jun Kim

Research Professor, KNU Corporate Management Institute, Kongju National University, Korea
E-mail: 12003ehdud@kongju.ac.kr

Abstract

This study attempted to confirm the factors that the meaning of work perceived by organization members and job embeddedness affects creative behavior. In addition, we tried to confirm the relationship between the meaning of work and job embeddedness. On the other hand, we tried to verify the mediating effect of job embeddedness between the meaning of work and creative behavior. Accordingly, the following results and implications were derived through the hypotheses set for the members of small and medium-sized enterprises. First, the meaning of work showed a positive effect on job embeddedness and creative behavior, and it was empirically analyzed that job embeddedness was improved on creative behavior. In order to improve the creative behavior of organizational members, the need for advancement of the management and training system to systematically improve and strengthen the meaning of work and job embeddedness has emerged. Second, job embeddedness showed a mediating effect between the meaning of work and creative behavior. In other words, the employee's job embeddedness acted as a direct or indirect factor according to the improvement of the meaning of work and creative behavior. Accordingly, as one of the major factors in human resource management and strategic human resource development for the advancement of the sustainable management system, the need for institutional establishment and implementation was required as it became more efficient and effective.

Key words: *Meaning of work, Job embeddedness, Creative behavior, Organizational members,*

1. Introduction

Changes in the global business environment due to the global pandemic triggered by Covid-19 are unpredictable. In the midst of technological advancements and rapid changes in the global business environment due to the advent of the 4th industrial revolution, competition for survival and growth is intensifying [1]. Since the growth of the organization is the growth and development of each member of the organization, the equation is no longer acting as an absolute law. This implies the necessity and importance of establishing a new type of organizational member competency improvement plan for management change [2]. From a new point of view for more efficient human resource management, companies should seek creative behavioral changes and improve themselves to improve their job performance. To this end, the importance of

newly requested work and job embeddedness is being emphasized. The growth and development of individuals and organizations can be promoted by continuing to clarify the meaning of their work without leaving the best talents of the organization [3]. It represents job embeddedness as a new concept for the members of the organization to continue to exist in the organization through the meaning of work based on the relationship between the individual and the job. In other words, job embeddedness actively maintains the relationship with the organization in connection with the organization members based on internal and external factors of the organization. In addition, it has emerged as an important factor in the aspect of strategic human resource management as the role of motivating members of the organization to remain in their current jobs [4]. On the other hand, companies are overcoming the current internal and external business environment and reinforcing their active responsiveness. Companies must systematically strive to acquire and retain more key talents for sustainable growth and development, while at the same time exerting their abilities to the fullest. This change in the uncertain business environment can be an opportunity for new challenges for organizational development, depending on how the organization and its members respond. However, if the organization is not effective in responding to changes in the business environment and proactively responds, the organization may be destroyed with slowing growth [5]. In other words, job embeddedness is the subject of the organization and the reason why the organization members who are responsible for the survival of the organization are required to improve their creative behavior. The Creative behavior of an organization member is the action of developing new and useful ideas, procedures, and solutions that are perceived as the production of products for job-related problems [6]. The Creative behavior of the members of the organization is to synchronize the members who want to work continuously in the organization from the perspective of motivation to perform the current job. In addition, it is to improve work performance capabilities in order to remain in the organization. Therefore, the level of conformity of the members of the organization to the current organization and the degree of awareness that they want to remain in the organization can continuously induce their creative behavior [7]. The purpose of this study is to examine the process of impact on the creative behavior of organizational members by improving job embeddedness through the meaning of work perceived by organizational members. First, we would like to investigate the effect of the meaning of work on job embeddedness. Second, we would like to investigate the influence of job embeddedness on creative behavior. Third, to investigate the mediating effect of job embeddedness between the meaning of work and creative behavior. In other words, this study is the biggest difference from previous studies in that this study confirmed the impact relationship on creative behavior by applying the meaning of work and job embeddedness together.

2. Theoretical background and hypothesis setting

2.1. The Meaning of Work and Creative behaviors

The meaning of work is to think about the purpose and meaning of the work-related activities of the members of the organization, and to pursue the purpose of their own growth and life [8]. Creative behavior is when members of an organization come up with various solutions that are considered appropriate and new to solve problems related to their job performance. In other words, it is affected by various factors such as personal characteristics at the individual level, internal motivation, job characteristics, organizational culture, and changes in the management environment such as leadership [9]. Creative behavior is the behavior that members of the organization can contribute to the organization through new and original solutions related to the performance of their job roles. On the other hand, research on the direct influence relationship between the meaning of work and creative behavior is absolutely inadequate. Therefore, a hypothesis was established through the thesis on factors that influence creative behavior and innovative behavior, which is a concept similar to creative behavior. In the relationship between job autonomy, job importance and creative behavior

of military members, job autonomy, job importance, and self-efficacy had a significant effect on creative behavior [10]. In addition, the higher the internal motivation, the higher the recognition of the meaning of work, and that the innovation behavior is promoted [11]. In public institutions, individual consideration factors, a constituent factor of the transformative leadership of the boss, showed a positive (+) effect on creative behavior [12]. In a study on the influence of the boss's job crafting on the subordinate's creative behavior, it was found that the higher the subordinate's job crafting level, the higher the level of creative behavior [13]. In a study on the influence of internal and external motivations on creative behavior, internal and external motivations showed a positive effect on creative behavior [14]. In a study on the meaning of work, job enthusiasm, and innovation behavior of airline cabin attendants, the economic meaning of work was statistically significant in innovation behavior [15]. Therefore, this study established the following hypothesis based on the results of previous studies.

Hypothesis 1. The meaning of work will have a positive (+) effect on creative behavior.

2.2. The Meaning of Work and Job Embeddedness

The meaning of work is the degree to which one feels that one's work is meaningful, and as it grows through work, one perceives that one's work positively affects others and society [8]. The constituent factors for the meaning of work are Positive Meaning in Work, Meaning Making through Work, and Greater Good Motivations. As a result, it can be said that work is a consistent phenomenon that affects others and society for good through experience of meaning [16]. Job embeddedness is the broader aggregation that influences an employee's decision to stay at work [17]. That is, job embeddedness is when individuals are immersed in their environment and are connected to many networks of the organization, making it difficult to separate from the organization and thus becoming a part of the organization [18]. This job embeddedness is largely divided into On the Job Embeddedness and off-the job Embeddedness, and it is divided into three sub-constituent factors such as linkage, suitability, and sacrifice [19]. On the other hand, in a study on the formation and results of job Embeddedness for employees working in companies related to innovative industries located in Korea, the meaning of work showed a positive (+) effect on job Embeddedness [20]. In a study on the effects of clinical nurses' job stress, meaning of work, and sense of vocation on job embeddedness, the meaning of work served as a positive factor in job Embeddedness [21]. In addition, the need for additional research emerged in order to overcome the limitations of direct research on the meaning of work on job embeddedness. In other words, the meaning of work is a study on organizational commitment in which the meaning of work is applied as a concept similar to job embeddedness. Showed a positive effect [22]. Organizational members who feel they are working appear to improve organizational commitment while forming an emotionally positive attitude toward the organization [23]. As the meaning of work increases in this way, the members of the organization improve their intrinsic loyalty to work. In addition, it can be said that there is a high possibility that they will devote themselves to the organization through long-term service in the organization. Therefore, this study established a hypothesis about the relationship between the meaning of work and job embeddedness based on the results of previous studies.

Hypothesis 2. The meaning of work will have a positive (+) effect on job embeddedness

2.3. Job Embeddedness and Creative Behavior

Job embeddedness is a motive to perform a job well, and has core concepts such as suitability, linkage, and sacrifice to increase the organizational suitability of the members of the organization, the degree of organizational connection, and the motivation to perform the job through sacrifice [19]. Since job embeddedness can induce a strong sense of responsibility to contribute to the organization, members of the

organization make various efforts for the development and growth of the organization [24]. The Creative behavior is that members of the organization actively implement various new ideas for the growth and development of individuals and organizations [25]. The more members of the organization perceive that there is a high quality fit with the organization, the more constructive and creative ideas the new ideas, which are Creative behaviors, can be shared among members more easily and quickly [26]. In addition, members of an organization with a strong sense of belonging are likely to voluntarily act creatively for the growth and development of the organization [27]. Organizational members with high job embeddedness will actively carry out the district with innovation-related actions as incentives as the organization improves job stability in order to more systematically and secure sustainability management [28]. In a study on the influence of shared leadership on innovation behavior and the mediating effect of informal learning and job embeddedness, job embeddedness showed a positive effect on innovation behavior [29]. In the effect of job placement of first-class hotel workers on job attitude, job suitability of job embeddedness showed a positive effect on job satisfaction and organizational citizenship behavior [30]. In a study on the formation and results of job placement perceived by members of the organization, job placement showed a positive effect on creative behavior [20]. Therefore, this study established the following hypothesis based on the results of previous studies.

Hypothesis 3. Job embeddedness will have a positive (+) effect on creative behavior.

2.4. Mediating Effect of Job Embeddedness

Job embeddedness emerged in the process of finding a reason for being motivated to remain in the organization rather than a reason for leaving the organization [31]. Job embeddedness was classified into three factors: fit, link, and sacrificial as the reason for not leaving the organization even though it can leave the organization [19]. In the verification of the mediating effect of job placement, the formation of job placement perceived by members of the organization and job placement showed a mediating effect between the meaning of work and creative behavior [20]. In a study on the influence of shared leadership on innovation behavior, informal learning, and the mediating effect of job embeddedness, job embeddedness was partially mediated [29]. Meanwhile, in the study of the influence of empowering leadership on adaptive performance and innovation behavior, the moderating effect of job embeddedness was empirically analyzed [32]. The study of the effect of nursing work environment of general hospital nurses on nursing work performance and organizational commitment emphasized the importance of organization management strategies to enhance job embeddedness through a partial mediating role of job embeddedness [33]. Therefore, this study established the following hypothesis based on the results of previous studies.

Hypothesis 4. Job embeddedness will mediate between the meaning of work and creative behavior.

3. Research Method

3.1. Research Model

The purpose of this study was to verify the meaning of work that affects the creative behavior perceived by members of the organization, the effect of job embeddedness, and the mediating effect of job embeddedness. For this, the research model was set up as shown in Figure 1.

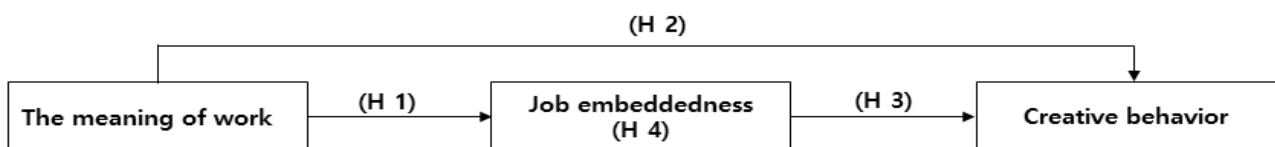


Figure 1. Research Model

3.2. Data Collection and Analysis Method

The purpose of this study was to confirm the effect of the perceived work meaning of organization members on job embeddedness and creative behavior, and the relationship between job embeddedness and creative behavior. In addition, an empirical analysis was conducted on the mediating effect of job embeddedness between the meaning of work and creative behavior. To this end, 291 out of 358 questionnaires were collected from May 20 to June 19, 2020 targeting members of small and medium-sized companies. Meanwhile, the final 244 copies of the collected 291 questionnaires were used, excluding 43 that could not be processed statistically. That is, the hypothesis of the research model was verified using SPSS 23.0, a statistical package program.

3.3. Operational Definition of Variables

The variables to achieve the purpose of this study are as follows. The operational definition of the variables to clarify the empirical research through prior research on the meaning of work, job placement, and creative behavior is as follows. First, as for the measurement tool used to measure the meaning of work, 20 items verified through the results of previous studies in [8, 34] were modified and supplemented to match the research purpose, and a Likert 5-point scale was used. Meanwhile, in this study, the meaning of work was defined as "subjective experience that positively influences other members and society based on value realization, reflection, and development through one's work while self-perceiving that work is important". In addition, the sub-constituent factors for the meaning of work were divided into five factors: Self-realization, social relations, living, positive meaning at work, making meaning through work, and motivation for the public good. Second, job embeddedness was defined as "a broad and complex behavior in which members of an organization do not leave the organization in order to realize their own values and continue to remain in the organization". Meanwhile, to measure job embeddedness, the fingerprint applied in the previous study of [35] was modified and supplemented to match the purpose of this study, and a Likert 5-point scale was applied as a single variable (7 items). Third, creative action is a 5-point Likert scale for a single variable (5 items) by modifying and supplementing the items verified in the previous study of [37] according to the purpose of this study. In addition, creative behavior in this study was defined as "an action that has a valuable influence on other members of the organization through new solutions to problems through new ideas and procedures in order to demonstrate their job performance capabilities".

4. Research Results

4.1. Demographic Characteristics

In order to achieve the purpose of this study, the demographic variables for 244 people, which are the final survey results, consisted of gender, age, educational background, and position, and a frequency analysis was conducted. The gender was 179 people (73.3%) male and 65 people (26.7%) female. The age distribution was as follows: 91 people in their 30's (37.3%), 88 people in their 40's (36.1%), 42 people in their 20's (17.2%), and 23 people in their 50's or older (9.4%). The educational background was 123 people (50.4%) with a college degree, 71 people (29.1%) with a college degree, 41 people (16.8%) with a high school graduate, and 9 people (3.7%) with a graduate school or higher. The positions were analyzed as 72 employees (29.5%), 83 managers (34.0), 48 managers (19.7%), and 41 (16.8%) managers or more.

4.2. Factor Analysis and Reliability Analysis

In order to achieve the purpose of this study, PCA (Principle Component Analysis) and Varimax rotation method were performed for EFA (Exploratory Factor Analysis) to verify the validity of variables for hypotheses set according to the research model. In addition, for the consistency of survey respondents,

reliability analysis was measured with Cronbach's α value. On the other hand, KMO (Kaiser-Meyer-Olkin), which indicates the fit of the sample, is generally analyzed to be very good if it appears above 0.90. In addition, if the reliability is 0.7 or more, there is no statistically abnormality, and if it is 0.80 or more, it can be determined as high. Therefore, the results are shown in Table 1.

Table1. The result of factor analysis

Name of Factor	Sale items		Factor loading	Eigenvalue	Variance (%)	Cronbach's Alpha
Meaning of work	Self-realization	S 1-4	.755 ~ .863	8.867	28.419	.922
	Social Relations	R 5-8	.745 ~ .791	7.449	51.038	.931
	Occupation	O 9-12	.725 ~ .783	2.256	62.147	.895
	Positive meaning in work	P 13-16	.745 ~ .853	1.671	68.939	.907
	Creating meaning through work	C 17-20	.761 ~ .803	1.371	74.253	.904
KMO= .933, Bartlett's Test of Sphericity : 2674.462, $p < .000$ (df=198)						
	Job embeddedness	J 1-7	.792 ~ .867	2.741	68.498	.851
KMO= .794, Bartlett's Test of Sphericity : 425.491, $p < .000$ (df=6)						
	Creative behavior	C 1-5	.815 ~ .897	3.009	74.258	.917
KMO= .829, Bartlett's Test of Sphericity : 561.541, $p < .000$ (df=6)						

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

First, the meaning of work, an independent variable, was applied by dividing 20 items into five factors (self-realization, social relations, living, positive meaning at work, and making meaning through work). That is, the KMO was 0.933, the Cronbach's α value was 0.895 or more, maintaining high internal consistency, and the total variance explanatory power was 74.253%. Second, the result of factor analysis on job placement, which is a parameter, showed 68.498% of total variance explanatory power, 0.794 for KMO, and 0.851 for Cronbach's α value, which secured the reliability of the measurement items. Third, the total variance explanatory power for the dependent variable, creative behavior, was 74.258%, KMO was 0.829, and Cronbach's α value was 0.917, and it was judged that reliability was secured. In addition, as a result of applying the Pearson correlation coefficient to analyze the correlation of variables, the relationship between the set variable and the item was 0.8 or higher, indicating that there was no problem in the multicollinearity [38]. On the other hand, the variance of the factor loading value was shown as 34.217 as a result of verifying with the verification method for the common potential factor in order to verify the convenience of the measurement variable and the path of the same method. In other words, it was confirmed that there was no problem with the convenience of the same method, as expressed below the criterion for determining factor loading value.

4.3. Hypothesis Verification

4.3.1 Research hypothesis (hypothesis 1, hypothesis 2, hypothesis 3) verification result

The results of verifying hypothesis 1, hypothesis 2, and hypothesis 3 according to the research model established to achieve the purpose of this study were analyzed as shown in Table 2. First, the effect of hypothesis 1, work, on creative behavior is as follows. Self-realization (standardization coefficient = .279, $t = 4.495$, $p < .000$), social relations (standardization coefficient = .361, $t = 5.977$, $p < .000$), living (standardization coefficient = .383, $t = 6.405$, $p < .000$), positive meaning at work (normalization factor = .283, $t = 4.531$, $p < .000$), making meaning through work (normalization factor = .381, $t = 6.391$, $p < .000$) It showed a positive influence on creative behavior. These results were expressed as the results of previous researchers [11, 14-15], and the

need for improving creative behavior through shifting awareness of the meaning of work of organization members emerged. Second, hypothesis 2, the meaning of work and the effect on job embeddedness were analyzed as follows. Self-realization (standardization coefficient = .153, $t = 2.371$, $p < .05$), social relations (standardization coefficient = .210, $t = 3.309$, $p < .01$), living (standardization coefficient = .365, $t = 6.091$, $p < .000$), with positive meaning at work (normalization factor = .319, $t = 5.203$, $p < .000$), making meaning through work (normalization factor = .188, $t = 3.027$, $p < .01$), the job embeddedness was statistically significant. Therefore, as a result of the two hypothetical preceding studies [20-21], the meaning of work showed a positive effect on job embeddedness. Accordingly, the need for a strategic approach and implementation of various human resource management and human resource development was required so that members of the organization could more valuably recognize the meaning of work for their jobs. Third, in the relationship between hypothesis 3, job embeddedness, on creative behavior, job embeddedness (standardization coefficient = .206, $t = 3.301$, $p < .01$) has a positive effect on creative behavior. Therefore, hypothesis 3 showed a positive (+) influence on job embeddedness to improve creative behavior, as in previous studies [20, 28-30]. Therefore, in order to improve the creative behavior of the members of the organization, the importance of establishing and continuing execution of a system that can advance job embeddedness proactively has emerged.

Table 2. Verification results for hypothesis(Hypothesis 1, Hypothesis 2, Hypothesis 3)

Hypothesis path		SE	Standardization coefficient	t	p	Result	
H 1	H1-1	Self-realization → Creative behavior	.060	.279	4.495	.00	Accept
	H1-2	Social relations → Creative behavior	.062	.361	5.977	.000	Accept
	H1-3	Occupation → Creative behavior	0.63	.383	4.495	.000	Accept
	H1-4	Positive meaning in work → Creative behavior	0.61	.283	4.531	.000	Accept
	H1-5	Creating meaning through work → Creative behavior	.055	.381	6.391	.000	Accept
H 2	H2-1	Self-realization → Job embeddedness	.247	.153	2.371	.016	Accept
	H2-2	Social Relations → Job embeddedness	.261	.210	3.309	.001	Accept
	H2-3	Occupation → Job embeddedness	.249	.365	6.091	.000	Accept
	H2-4	Positive meaning in work → Job embeddedness	.238	.319	5.230	.000	Accept
	H2-5	Creating meaning through work → Job embeddedness	.235	.188	3.027	.004	Accept
H 3	Job embeddedness → Creative behavior	.016	.206	3.301	0.002	Accept	

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

4.3.2. Mediating effect of Job embeddedness (Hypothesis 4)

In order to verify the mediating effect of job embeddedness in the influence relationship between the meaning of work and creative behavior, a simple mediating effect analysis using Model 4 of Process Macro was conducted [39]. That is, the bias correction technique is a method of determining the validity of the mediating model through the lower limit of the coefficient (LLCI) and the upper limit (ULCI) of the coefficient within the confidence interval by more strictly reflecting the asymmetry of the bootstrap estimate. On the other hand, in order for the indirect effect to be significant in bootstrapping, it can be said that it is significant if 0 is not included within the 95% confidence interval [40]. In this way, the verification results of the mediating effect are shown in Table 3.

Table 3. Mediation between the Meaning of work and Creative behavior effect of Job embeddedness(H4)

Hypothesis path		Coeff	SE	t	p	LLCI	ULCI	Result	
H 4-1	Self-realization → Creative behavior	Direct effect	.2454	.0602	4.495	.0000	.1524	.3901	Accept
		Indirect effect	.0261	.0147	-	-	.0029	.0597	
		Total effect	.2713	.0604	4.4954	.0000	.1527	.3903	
		R ² = .0771, F = 20.2005 (p=.0000)							
H 4-2	Social Relations → Creative behavior	Direct effect	.3481	.0621	5.977	.0000	.2223	.4741	Accept
		Indirect effect	.0303	.0165	-	-	.0041	.0681	
		Total effect	.3785	.0633	5.9781	.0000	.2534	.5027	
		R ² = .1289, F = 35.7369 (p=.0000)							
H 4-3	Occupation → Creative behavior	Direct effect	.3639	0.633	4.495	.0000	.2351	.4927	Accept
		Indirect effect	.0330	.0228	-	-	.0042	.0816	
		Total effect	.3969	.0620	6.4029	.0000	.2748	.5193	
		R ² = .1451, F = 41.0005 (p=.0000)							
H 4-4	Positive meaning in work → Creative behavior	Direct effect	.2363	0.611	4.531	.0000	.1124	.3599	Accept
		Indirect effect	.0397	.0198	-	-	.0044	.0827	
		Total effect	.2756	.0609	4.5386	.000	.1559	.3957	
		R ² = .0783, F = 20.5088 (p=.0000)							
H 4-5	Creating meaning through work → Creative behavior	Direct effect	.3317	.0554	6.391	.0000	.2220	.4412	Accept
		Indirect effect	.0235	.0139	-	-	.0021	.0553	
		Total effect	.3548	.0556	6.3874	.0000	.2455	.4643	
		R ² = .1453, F = 41.0011 (p=.0000)							

*p<0.05, **p<0.01, ***p<0.001

The results of the regression model in which independent variables and parameters were simultaneously input were analyzed as follows. First, Self-realization, the meaning of work, was analyzed to have a mediating effect, as the indirect effect on creative behavior was statistically significant as .0261 (p<.000). Second, social relations, which is the meaning of work, had an indirect effect on creative behavior of .0303 (p<.000), indicating that there was a statistically mediating effect. Third, the indirect effect on creative behavior, which is the meaning of work, was .330 (p<.0000), showing a mediating effect. Fourth, as for the positive meaning of work, which is the meaning of work, the indirect effect on creative behavior was .0397 (p<.0000), which was statistically significant, indicating that there was a mediating effect. Fifth, the indirect effect on creative behavior, which is the meaning of work, through work was verified as .0235 (p <.0000), and it was confirmed that there was a statistically significant mediating effect. Therefore, H4-1, H4-2, H4-3, H4-4, and H4-5 were adopted as being partially mediated. This indicated the importance of the mediating effect of job embeddedness, as in previous studies [20, 34-35]. Therefore, in order for the meaning of work to improve creative behavior, the importance of systematic execution through system improvement and establishment was required for personnel and education personnel so that job embeddedness can be systematically improved and reinforced.

5. Conclusion

This study attempted to confirm the effect of job embeddedness and creative behavior on job embeddedness and creative behavior, and the mediating effect of job embeddedness between the meaning of work and creative behavior, based on the meaning of work that has been newly emphasized on organization members after Corona 19. The main results presented through this study are as follows. First, the meaning of one's work

perceived by organization members (Self-realization, social relations, livelihood, positive meaning in work, making meaning through work) showed a positive effect on job embeddedness, and hypothesis 1 was adopted. In other words, the meaning of the work of each member of the organization acted as an important factor in improving the creative behavior of the members of the organization. Therefore, the establishment of a system that can improve the meaning of work and continuous execution was required. Second, hypothesis 2 was adopted because the meaning of work, which is hypothesis 2, acts as a positive factor for creative behavior. In other words, as the meaning of work improved, creative behavior improved. Accordingly, it was required to establish and implement an institutional plan that could strengthen the value of the meaning of work for the members of their job. Third, hypothesis 3, job embeddedness, showed positive (+) influence on creative behavior. In other words, as job embeddedness improved, creative behavior was improved, and a plan was required for job embeddedness in terms of human resource management and human resource development that could reinforce creative behavior. Fourth, job embeddedness showed a mediating effect between the meaning of work and creative behavior. In other words, as job embeddedness plays a mediating role that promotes the meaning of work and creative behavior, the need for a strategic utilization plan through the advancement of job embeddedness has emerged. As such, this study supported the results of previous studies in the relationship between the meaning of work perceived by the organizational members of SMEs, job embeddedness, and creative behavior. On the other hand, the practical implications expressed through the results of this study are as follows. First, the meaning of work to improve the creative behavior of organization members and job embeddedness served as direct factors. Accordingly, the importance of a solution method that can improve the meaning of work and job embeddedness through reinforcement of their job roles, and the importance of implementation accordingly, was emphasized. Second, as organizational member job embeddedness improves the ultimate meaning of work and creative behavior, job embeddedness needs to be systematically exercised as one of the major strategic tasks of organizational management. In other words, this study investigated the factors influencing the meaning of work and job embeddedness of organization members on creative behavior. In addition, the aspect of empirical analysis of the fact that the meaning of work influences the mediating effect on creative behavior through job embeddedness showed differentiation from other previous studies. In other words, such research results can be said to have shown the meaning of research in terms of achieving the research purpose. On the other hand, despite the theoretical and practical implications expressed through the research results, this research has limitations in generalization as a research limited to specific regions and subjects. Therefore, in future studies, the factors affecting the creative behavior of organizational members need to be expanded to other variables (social values, leadership, organizational culture, organizational fairness, etc.) other than the meaning of work and job embeddedness according to the characteristics of the times.

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