

직업 스트레스와 전문적 가치가 제품 디자이너의 행복에 미치는 영향: 그릿의 조절된 매개모형

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The Effects of Job Stress and Professional Value on Happiness of Product Designer: The Moderated Mediation Model of Grit

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요약 본 연구는 직업스트레스가 직업적 가치를 경유하여 행복에 미치는 영향을 그릿이 조절 매개하는지를 검증하여 중국 제품디자이너의 행복 향상을 위한 방안을 제안하고자 하였다. 연구 대상으로 중국 남부 광둥성에 살고 있는 의도적으로 표집한 335명의 중국 제품 디자이너를 선정하였다. 자료 분석은 SPSS PC+ Win. Ver. 26.0과 PROCESS Macro ver. 4.2를 활용하였다. 적합한 통계기법은 빈도분석, 신뢰도분석, 상관분석, 조절된 매개효과분석이었다. 연구결과는 다음과 같다. 첫째, 직무 스트레스는 직업가치 및 그릿과 부적 상관관계를 보였으나 행복과는 유의미한 상관관계를 보이지 않았다. 직무 스트레스를 제외한 다른 변수들 간에는 정적인 유의미한 상관관계를 보였다. 둘째, 그릿이 M-SD, M, M+SD일 때 조건부 간접효과가 유의하게 나타났다. 따라서 그릿의 조절된 매개역할이 검증되었다. 그러나 직업적 가치가 높아질수록 그릿은 행복을 높이는 역할을 하였으나, 직무스트레스->직업적 가치->행복의 경로에서는 그릿이 직업적 스트레스를 통해 행복에 미치는 부정적인 영향을 완충시키지 못했다. 직업적 가치와 그릿을 활용한 제품 디자이너들의 행복 증진을 위한 제언을 하였다.

주제어 직업스트레스, 그릿, 행복, 전문적 가치, 조절된 매개효과

Abstract This study sought to propose ways to improve the happiness of Chinese product designers by verifying whether grit moderates the effect of job stress on happiness through professional values. A purposively sampled participants of 335 Chinese product designers living in Guangdong Province, southern China, were selected. Data analysis was performed using SPSS PC+ Win. Ver. 26.0 and PROCESS Macro ver. 4.2. The statistical techniques applied were frequency analysis, reliability analysis, correlation analysis, and moderated mediation effect analysis. The research results are as follows. First, job stress showed a negative correlation with professional value and grit, but did not show a significant correlation with happiness. Except for job stress, there was a positive significant correlation between other variables. Second, the conditional indirect effect was significant when grit was M-SD, M, or M+SD. Therefore, the moderated mediating role of grit was verified. However, as professional value increased, grit played a role in increasing happiness. Still, in the path of job stress -> professional value -> happiness, grit did not buffer the negative effect of job stress on happiness through professional stress. Suggestions were made to improve the happiness of product designers using professional values and grit.

Key Words Job stress, Grit, Happiness, Professional value, Moderated mediation effect

1. Introduction

With the rapid development of the economy, product designer practitioners are also constantly improving their skills. In recent years, due to the rapid development of the Internet, online malls, product online details, and mobile apps, the network sales era has opened. The development center of various industries points to the use of cyberspace era, therefore, product designers in this position have become an essential part of the network market. For most product designers, in addition to designing high-quality product effects, speed is also an essential part. To catch the project, designers often work overtime. In the early stage of product development, however, the late network promotion interface, product function details, interpretation design concept, and a series of visual optimization services let designers never stop working, and overload workload like the tide.

However, while improving work efficiency, product designers also suffer from pressure from various aspects, such as heavy workload, worries about company closures, layoffs, salary cuts, complex personnel relations, long hours, frequent work direction, vague roles, and so on. This stress is a sense of tension caused by the work itself, interpersonal relationships, and environmental factors. Although appropriate pressure can make people enrich and progress, too much or lasting tension will make employees feel anxious, depressed, and have other psychological disorders, and even suffer from mental illness.

The survey showed that product designer work pressure was significantly negatively associated with psychological happiness[1]. It was found that stress perception was significantly negative in predicting mental happiness, meaning that the greater the stress perceived by individuals, the

lower the level of psychological happiness is [2,3]. In the process of investigation, part of the product designers found that some product designers' workloads were larger, and the work was challenging. Completing the work takes a lot of time and energy, leading to its physical and psychological load increase, increased blood pressure, tension, anxiety, irritability, depression, and other symptoms. At the same time, due to more work, and long working hours, cause conflicts between work and family and reduce their psychological happiness[4]. This is explained by Hobfoll's theory of resource conservation, where job stress consumes individual valuable resources, ultimately leading to the emergence of negative results[5]. So this study was empirically to verify that professional value is predicted to mediate the relationship between job stress and happiness in product designers. In addition, several studies have identified grit to play a moderating role [6]. It is predicted that grit increases the relationship between professional value and happiness increase. Therefore, this study aims to provide basic data that improves the product designer's happiness by verifying whether grit moderates the mediating role of professional value in the relationship between job stress and happiness. The research questions were set as follows. First, what is the correlation between job stress, happiness, professional value, and grit? Second, does grit moderate the mediating effect of professional value in the link between job stress and happiness?

2. Theoretical background

2.1 The relationship between job stress and happiness

Happiness is the ultimate goal of human groups, which is the human beings' timeless

motive [7]. Job stress undoubtedly destroyed this continuous state of happiness. From the individual level, happiness is a state of mental ease after the pursuit of a higher level is achieved [8]. Psychology mostly evaluates and studies happiness from individual subjective emotions and satisfaction with life. Happiness experience is a higher psychological process and the result of human beings [9].

On the one hand, it is closely related to objective factors such as education level, occupation, and income. It is influenced by self-cognition such as someone's ability, appearance, value, achievement, and other evaluations. Psychological happiness mainly comes from the philosophical realization theory, and Aristotle in Germany is the representative figure of the realization theory. He believes that happiness cannot be equated with happiness, but with "the movement of a beautiful life in the human soul". If subjective well-being focuses on examining and studying an individual's subjective states, then this is psychological happiness. Complex psychological factors, positive behavioral mechanisms, and the behavioral mechanisms behind individual subjective states are all strong. Psychological happiness defines happiness as a human's self-perfection and self-realization tendency, which is the development and perfect realization of potential. It can be said that psychological happiness is full of subjective happiness [10]. Some scholars believe that happiness enhances social and emotional intelligence as well as productivity and strengthens, and influences people around us [11]. Furthermore, happy people are more flexible and creative in thinking, more productive at work, and recover more easily from adversity [12]. In addition, happiness is defined as experiencing positive emotions through immersion and control

by fully utilizing one's strengths and potential [13] (Seligman, 2002).

Employee job stress is a condition that arises from interactions between humans and work and is characterized by human changes that force them to deviate from their normal functions [14]. Stress is an adaptive response to a threatening or challenging situation. Job stress is also defined as a dangerous physical and emotional response that can occur while doing work [15]. Stressful conditions make a person feel uncomfortable at work and lose motivation, resulting in decreased productivity and effectiveness at work [16]. It is a state of psychological reaction, in which individuals are confused about the various work needs or limitations faced in the work environment [17]. The higher the job stress, the higher the depression [18]. If job stress is not properly relieved, it cause burnout along with various physical and mental diseases [19]. Facing the above work pressure inevitably affect the life of product designers, especially the experience of happiness.

2.2 The mediating role of professional value

The professional value is defined as the embodiment of values in the profession [20] (Sabber, 2017). The professional value sense of a product designer is not only an expression of static characteristics but also the dynamic construction process of a product designer's perception of social contribution in the process of work and internalizing it into the heart-guiding behavior. A professional sense of value is the result of the integration of the professional values dimension and the individual-social interaction dimension. The level of professional value is related to the social prestige and professional

income of a specific occupation. If the social prestige and career income are high, it is a high-value occupation, and the practitioner has a high sense of professional value. Of course, some occupations are not always positively associated with career income [21]. The sense of professional value is also related to the individual social interaction dimension, that is, there is a correlation between the individual's perceived occupational expectation, occupational feeling, and the social perception of the professional value [22]. In addition, some occupations have a high social reputation but their income is low. If they do not meet their individual career expectations, their individual sense of career value is also low. Professional value sense is an essential source of individual occupational happiness and general happiness. Studies have found that individuals experience burnout if they feel their efforts do not match their rewards [23].

Meanwhile, in order to determine whether professional values mediate the relationship between job stress and happiness, there must be a relationship between job stress and professional values, and professional values must also have a relationship with happiness. Although no prior research has been reported, job stress is predicted to have a negative effect on professional value. It is predicted that if job stress is high, job satisfaction will decrease and professional value will also decrease. On the other hand, professional values are predicted to have a positive effect on happiness. It is predicted that an increase in professional value will increase focus on work and improve performance, which will have a positive effect on happiness. Taking this into consideration, it was sought to determine whether professional values play a countervailing role in situations where job stress has a negative effect on happiness.

2.3 The moderating role of grit

Grit is a common characteristic of people who have achieved outstanding achievements in various fields. It is defined as persistence and passion for long-term goals[24]. People with high grit can maintain a consistent interest in long-term goals and strive to achieve their goals consistently. However, people with low grit often change their interests or goals. They are not only less interested in long-term goals but also lose their purpose[8].

In addition, perseverance has nothing to do with the simple personal pursuit of satisfaction, the achievement desire of the compensation level, or the sincerity of the general concept, but only periodically setting goals[26]. In the process of overcoming failure or adversity, perseverance is similar to resilience, but resilience is the ability to restore it to its original state, and perseverance can be long-term enthusiasm and persistent concern, which is different from resilience[27].

It has been reported that people with high grit receive less stress even when they face negative life events than those with low grit [26]. They also have a higher meaning of life[27].

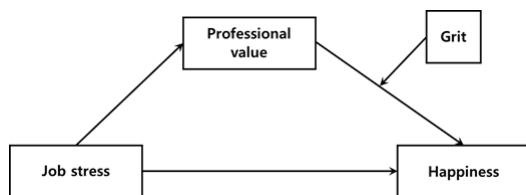
Meanwhile, studies have reported that happiness levels differ depending on whether grit is high or low, or that grit moderates happiness. In a study targeting childcare teachers, when grit was high, the influence of gratitude disposition on life satisfaction was higher than when grit was low [28]. In a study targeting high school students, grit moderated the relationship between mindfulness and gratitude tendencies, and it was found that the group with high grit had a higher effect on mindfulness [29]. From these results, grit appears to play a moderating role in the relationship between the two variables, so this study sought to confirm

whether grit moderates the relationship between professional value and happiness.

3. Research methods

3.1 Research model

This study established a research model as in Figure 1 to test whether grit moderates the mediating effect of professional value in the association between job stress and happiness. This model was analyzed according to the moderated mediation effect analysis procedure of PROCESS macro model 14.



[Fig. 1] Research model

3.2 Participants and data collection

The participants of this study were purposively selected from Guangdong Province, where industrial products are relatively developed in southern China. The subjects of the survey were two groups: First, graduates of product design from a university, who are currently distributed in various cities in Guangdong Province and working in design positions. Second, the professional product designers of two large group companies. 335 questionnaires were distributed, 327 were collected, and 300 were valid questionnaires. Among them, 143 (47.6%) were male and 157 (52.3%) were female, with a close male-to-female ratio. 168 (56.7%) lived in small and medium-sized cities, and 132 (44.3%) lived in big cities. In terms of age, 118 (39.3%) were aged 18-25, 135 (45.0%) were aged 26-32, and

47 (15.7%) were aged 33-40.

3.3 Research tools

3.3.1 Job stress

For job stress measurement, a scale developed by Parker and DeCotiis[30] was used. The scale consist of 13 items and each item was rated on a 5-point Likert scale ranging from 1 for “not at all” to 5 for “always”, with higher scores indicating higher job-related stress levels. The reliability of job stress was Cronbach’s α of .975.

3.3.2 Professional value

To measure professional value, the occupational value efficacy questionnaire developed by Holland et al.[31] was used. The scale consist of 13 items and each item was rated on a 5-point Likert scale ranging from 1 for “not at all” to 5 for “always”, with higher scores indicating higher professional value levels. The reliability of professional value was Cronbach’s α of .980.

3.3.3 Grit

The grit was measured with the scale developed by Duckworth and Quinn [32] and used by Hwang and Lee [33]. The scale consists of 4 items measuring beliefs about changes in intelligence, and 4 items measuring beliefs about changes in personality. Each item was rated on a 5-point Likert scale ranging from 1 for “not at all” to 5 for “always” with a higher score indicating a higher grit. The reliability of grit was Cronbach’s α of .955.

3.3.4 Happiness

For happiness, the Chinese Citizen Happiness Scale (MHQ) developed by Xie Rongrong [34] was used in this study. This scale consists of 28 items. Each item is rated on a 5-point Likert

scale ranging from 1 for “not at all” to 5 for “always”, with higher scores indicating higher happiness. The reliability of happiness was Cronbach’s α of .987.

3.4 Data analysis

In the current study, SPSS PC+ Win. Ver. 26.0 and SPSS PROCESS macro Ver. 4.2 were used for analysis. Frequency analysis was performed to identify the frequency of variables, and Cronbach α was calculated to determine the reliability. To understand the correlation between variables, Pearson’s bivariate correlation analysis was applied, and model 14 of the SPSS PROCESS macro was used to analyze the moderated mediation effect. In the moderated mediation effect analysis, the confidence level was set at 95%, the number of bootstrap samples was set at 5,000, the conditions for the conditional effect were set to M and $M \pm SD$, and the independent and moderating variables were analyzed after centering the mean.

4. Results

4.1 Correlation between main variables

As a result of Pearson’s correlation analysis as in Table 1, job stress showed a negative correlation with professional value ($r = -.617, p < .01$) and grit ($r = -.536, p < .01$), but was not a significant correlation with happiness ($r = .097, p > .05$). Except for job stress, other variables showed positive and significant correlations each other. All the correlation coefficients between the two variables were lower than .7, so it was judged that there was no multicollinearity problem.

As a result of calculating the mean and standard deviation through frequency analysis, job stress, and professional value were lower than the median (3 points), and grit and happiness

were higher than the median.

<Table 1> Results of correlation and frequency analysis

Classification	Job stress	Professional value	Grit	Happiness
Job stress	1			
Professional value	-.617**	1		
Grit	-.536**	.525**	1	
Happiness	.097	.441**	.528**	1
M	3.0046	2.9613	3.0542	3.0254
SD	1.01393	0.97621	0.97764	0.9524

** $p < .01$

4.2. Moderated mediation effect of grit

In order to verify whether grit moderates the mediating effect of professional value in the link between job stress and happiness, the SPSS PROCESS macro model 14 proposed by Hayes [35] was used. The number of bootstrap samples was set at 5,000 and the confidence interval was set at 95%, and the conditions for confirming the conditional effect were set to M and $M \pm SD$. The independent and moderating variables were analyzed after centering the mean. Thus, the professional value and grit were centered on the mean. The analysis results are shown in Table 2.

Job stress had a significant negative effect on professional value ($B = -.5940, p < .001$), and had a significant positive effect on happiness ($B = .7758, p < .001$). The professional value had a significant effect on happiness ($B = .5975, p < .001$) and grit had a significant effect on happiness ($B = .6292, p < .001$). The interaction term between professional value and grit had a positive effect on happiness ($B = .0838, p < .01$), which indicates that grit moderated the relationship between professional value and happiness.

Three conditions (M, $M \pm SD$) were given according to the grit in order to understand the

<Table 2> Moderating effect of grit in the moderated mediation model

Classification		Mediating variable model (DV: Professional value)			Dependent variable model (DV: Happiness)		
		Coeffect	SE	t value	Coeffect	SE	t value
Constant		1.7793	.1388	12.8208***	.6595	.1268	5.2004***
IV	Job stress	-.5940	.0439	-13.5330***	.7758	.0404	19.1819***
Mediator	Professional value				.5975	.0417	14.3245***
Moderator	Grit				.6292	.0387	16.2528***
Interaction item	Professional value × Grit				.0838	.0303	2.7664**
Highest order test	R ² change				.0079		
	F				7.6531**		
Model summary	R ²	.3806			.6965		
	F	183.1433***			169.2601***		
Conditional effects of the professional value at values of the grit:							
Grit	Effect(B)	se	t value	LLCI	ULCI		
-.9776(M-SD)	.5156	.0497	10.3807***	.4178	.6133		
.0000(M)	.5975	.0417	14.3425***	.5155	.6795		
.9776(M+SD)	.6794	.0525	12.9360***	.5761	.7828		
Conditional effects of the professional value at values of the grit: by Johnson-Neyman							
Grit	Effect(B)	se	t value	LLCI	ULCI		
-2.0542	.4253	.0728	5.8418***	.2820	.5686		
⋮							
1.9458	.7606	.0742	10.2547***	.6146	.9065		

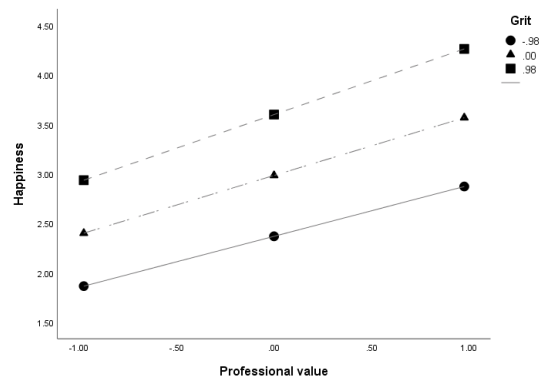
p*<.05, *p*<.01, ****p*<.001

conditional effect of professional value on happiness. The conditional effect of professional value was significant when the grit was high (M+SD), medium (M), and low (M-SD). It indicates that the conditional effect of professional value on happiness increased when grit increased. Therefore, grit has a synergistic effect.

Johnson-Neyman analysis was performed to more specifically identify the significant area of the conditional effect of professional value. The analysis results showed that the conditional effect of professional value on happiness was significant in the whole area of grit.

Since the moderating effect of the grit was statistically significant, the results of visualizing the moderating effect are shown in Figure 2. The slope of the grit was examined according to the

low (M-SD), medium (M), and high (M+SD) conditions. Looking at Figure 2, as professional value increases, happiness also increases, and the group with a high grit showed a relatively



[Fig. 2] Moderating effect of grit on the link between professional value and happiness

steeper increase in happiness than the group with a low grit.

The results of the direct effect and conditional indirect effect on the path from job stress to happiness are shown in Table 3. The direct effect between job stress and happiness was $B=.7758$ (.6962~.8554), which was significant because 0 was not included between the lower and upper bounds of bootstrap within the 95% confidence interval. The conditional indirect effect was significant when the grit was low ($B=-.3062$, $-.3804\sim-.2380$), medium ($B=-.3549$, $-.4265\sim-.2886$), and high ($B=-.4036$, $-.4869\sim-.3245$), because 0 was not included between the lower and upper bounds of the bootstrap within the 95% confidence interval. That is, the moderated mediating effect of grit was verified in the path of job stress → professional value → happiness. The index of moderated mediation shows $-.0498$ ($-.0174\sim-.0837$).

〈Table 3〉 Moderated mediation effect of grit

Direct effect of job stress on happiness				
Effect(B)	se	t value	LLCI	ULCI
.7758	.0404	19.1819***	.6962	.8554
Conditional indirect effect(Job stress → Professional value → Happiness)				
Grit	Effect(B)	BootSE	BootLLCI	BootULCI
-.9776 (M-SD)	-.3062	.0361	-.3804	-.2380
0.0000M)	-.3549	.0352	-.4265	-.2886
.9776 (M+SD)	-.4036	.0413	-.4869	-.3245
Index of moderated mediation:				
Grit	Index	BootSE	BootLLCI	BootULCI
	-.0498	.0168	-.0174	-.0837

*** $p<.001$

5. Discussion and Conclusion

This study was conducted to confirm the moderated mediating effect of grit on the impact of job stress on happiness through professional

values. The discussion focusing on the results of the study is as follows.

First, professional values, grit, and happiness showed a positive correlation with each other. Generally, stress has been studied as a cause of lowering happiness (Lee, & Hwang, 2018)[30], but in the current study, there was no significant correlation between job stress and happiness. This is judged to be the result of product designers accepting job stress as a positive stress. On the other hand, there was a positive correlation between professional value and grit (Park, & Choi, 2021)[32]. These results hint that the conversion in perception of stress is important, so it is necessary to study how to cope with stress through conversion in perception.

Second, the moderating effect and moderated mediation effect were analyzed. As a result of the moderation effect analysis, the positive effect of professional value on happiness increased when grit increased. In other words, grit played a role in positively increasing the relationship between professional values and happiness. On the other hand, as a result of analyzing the moderated mediation effect of grit, when grit increases, the negative effect of job stress on happiness via professional values increases, and thus grit plays a synergistic role. In this case, if grit played a role of buffering, the result was desirable, but on the contrary, it played a role of increasing, and rather, job stress decreased happiness more. These results are predicted to be promoted by the interaction term of professional values and grit. These research results mean that grit does not contribute to the role of converting the synergistic effect into a buffering effect. Therefore, insight must be taken when using grit.

In conclusion, it was confirmed that grit combined with professional values increased the negative effect of job stress on happiness.

Based on these results, the limitations of the study and suggestions for follow-up studies are as follows. First, research results show that the role of grit contributes to changing negative influences into positive ones, but conversely, contributes to further sustaining negative impacts in the current study. Further research to find out these causes is needed. Second, the fact that the research subjects are limited to students majoring in product design and current designers limits the generalization of the research results. Further studies targeting various groups are needed.

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