

# Influence of Sense of Responsibility on Work Performance

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**Abstract:** Based on the relationship between sense of responsibility and work performance, this paper discusses a series of scientific management methods to strengthen sense of responsibility and promote performance growth that are conducive to the development of individuals, groups and society. Taking workplace psychology as the starting point, and combining with industry success cases to refine management methods, with a view to sorting out relevant strategies for institutional units, business units and public welfare talent organizations at all levels of the society in terms of improving internal management effectiveness and achieving work performance, hoping to provide more theoretical and practical references for relevant research.

**Keywords:** Sense of Responsibility; Work Performance; Personnel Management

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## Introduction

The broad concept of work performance refers to the post work results produced by workers integrating their work concepts, personal abilities and post roles. Its work performance will have a lasting and far-reaching impact on the overall benefit development and the development and expansion of its field. At the same time, it is also an important assessment standard for evaluating the comprehensive strength of workers and affecting their personal development. Therefore, all major enterprises and public institutions and public welfare organizations pay great attention to the all-round improvement of workers in the process of personnel management, and improve their comprehensive strength through ideological education, skill guidance, institutional constraints and other dimensions. Among them, a strong sense of post responsibility and macro thinking play a very important role in the personal growth and performance improvement of workers.

## 1. Positive effect of sense of responsibility on work performance

### 1.1 The concept of responsibility

The sense of responsibility of workers is mainly to emphasize that they can improve their ideological awareness and restrain their individual behavior in the work position and the collective, so as to achieve the goal of the position, create value for the working group and the whole society, and fulfill their obligations. Positive thinking, strong action, and the courage to take responsibility and consequences in daily work, so as to obtain the deserved salary return, gain the trust and respect of more members in the collective, promote the continuous growth of personal ability and the improvement of social status, so as to continue to play the social role of individuals, promote the development of all fields and all mankind, and build a harmonious and stable social environment<sup>[1]</sup>.

### 1.2 Strong sense of responsibility

The sense of responsibility of workers is mainly reflected in their conscientiousness and responsibility in the face of work. They can actively complete the tasks assigned to them with high quality and efficiency. They will never delay and pass the buck. They will not choose to complain and make excuses because of difficulties and contradictions encountered in the progress of work. They will objectively examine their own and other colleagues' mistakes from the perspective of solving problems, and find solutions to problems as soon as possible, but will not care about the gains and losses, Willing to sacrifice personal interests to ensure the efficiency and progress of the group in a special period, extend a helping hand to other colleagues, and ensure the realization of common goals.

### **1.3 Positive impact of responsibility on performance**

When workers have a strong sense of responsibility, it provides a basic guarantee for the orderly development of post and group work [2]. Because such people are more self-disciplined and have clear thinking, they can define long-term and phased objectives in their work, systematically carry out relevant work, do not mess around due to any errors and resistance, and always keep a clear mind and scientific working methods to promote the realization of work items.

At the same time, workers with a strong sense of responsibility can also set an example, thus forming a benign guiding role for colleagues and subordinates, and making their personal work level continuously improve, helping the superior leaders, making the thought and work style with a sense of responsibility and action become a common practice, and making the work unit increase its internal management efficiency and economic efficiency, Internal department cooperation and external business cooperation can form a good group culture and management style, promote the development of the whole industry through its own management results, make the public morality and integrity cooperation of the whole society reach a higher level, and promote the good atmosphere and national culture of the whole society and the country to continue to optimize.

## **2. Specific methods to improve work performance by strengthening the sense of responsibility**

Eric Fromm, an American humanist philosopher and psychoanalytic psychologist, once pointed out that people's sense of responsibility and sense of responsibility are not generated passively under the influence of external forces, but are generated by the endogenous motivation and behavior mode of individuals' attention and investment. It can be seen that the first task to achieve the improvement of work performance by improving the sense of responsibility of workers is to reach agreement with workers at the ideological level, stimulate their own ideas and creativity, lead them to think more about their industries and positions, clarify their work objectives and personal growth plans, and promote the pursuit of personal interests and collective interests through labor.

### **2.1 Strengthen management in combination with workplace psychology**

Workplace psychology is mainly to analyze a series of psychological activities and behavior patterns generated by the comprehensive environment of job work, interpersonal relationship and personal psychology when talents are put into their jobs. Analyze their physical and mental states such as aggressiveness and avoidance behaviors in their work, understand the strengths and weaknesses and thinking patterns of different types of people, so as to arrange them in appropriate positions, and form a prediction of their possible errors and the impact on the overall work, so as to avoid the adverse impact of personal factors on the overall work and development goals [3].

At the same time, it is also necessary to explore the work cooperation mode and long-term development plan that can meet the collective development and individual needs at the same time in combination with the thinking mode and physical and psychological needs of different groups. For example, to provide workers with basic respect, ensure income growth, clarify work objectives and rules and regulations, build talent training channels, and carry out humanistic care and interesting construction of group life, so as to avoid unnecessary interpersonal conflicts and emotional consumption in groups, and achieve a high degree of ideological identity with workers. Establish a correct professional attitude, so as to foster a sense of responsibility and form a driving force in the post, so that the whole group of workers can grow and progress together in a comfortable, friendly and positive working atmosphere.

### **2.2 Guide workers by combining system and management means**

China is an ancient civilization with thousands of years of cultural heritage. The Chinese nation has experienced the washing of the long history and has formed the traditional virtue of being good and having a big pattern in everything. Most workers also have high moral standards and professional qualities, and are willing to sacrifice for the interests of the group in essence. At the same time, however, inertia is a common disease of human beings. Driven by factors such as mental pressure, work intensity and external stimulation, it is inevitable that workers will slacken down and make mistakes. Therefore, all faults and failures cannot be harshly attributed to workers' weak sense of responsibility and lack of professional ethics.

We should combine modern management concepts and means to develop scientific and rigorous standardized processes for

workers, supplemented by ability training courses and various assessment systems, to continuously strengthen their behavior patterns and ideological awareness. It shall be supplemented by a detailed and comprehensive performance appraisal system, and appropriate punishment shall be given for low-level mistakes and unfinished tasks that should not occur. Combined with a clear division of job responsibilities and a timely acceptance plan, to ensure the improvement of efficiency and the perfect presentation of work results.

## 2.3 Form good ideological guidance

Huawei Technology Co., Ltd., a well-known patriotic enterprise, once put forward the management concept of "not allowing honest people to suffer losses", emphasizing that it should not only focus on economic benefits, but also pursue long-term and stable development. Recognize the hard work and continuous innovation of every employee on the job, and promote the development of the enterprise with employees through advanced and scientific management concepts and good corporate atmosphere, which also brings inspiration to many developing enterprises and units within the system. If we want to pursue sound development, we should stand together with the grass-roots personnel in ideology, observe the sufferings of the front line, listen to the opinions of the grass-roots, and lay a solid foundation for the long-term development of the collective.

In addition to paying attention to the needs of the grass-roots level and the management of evolution, we should also pay attention to the growth of workers, discover and commend the advanced ideas and excellent behaviors in the group, and form a clear benchmark in the group. Only by promoting and continuously cultivating outstanding talents and letting them see the actual benefits brought by their sense of responsibility and ideological awareness can we guide more people to pay attention to the interdependent relationship between personal interests and collective development, thus stimulating the endogenous sense of responsibility of the working group, forming a benign atmosphere for talent growth and better collective work results, and forming an excellent corporate culture.

### Summary

To sum up, the sense of responsibility of workers is based on the integration of personal growth experience, education foundation and group atmosphere. It originates from the thinking mode and psychological activities, and is reflected in interpersonal communication and behavior mode. It also has a certain impact on the individual work performance of workers and the work objectives, economic benefits and social values of groups. Therefore, it is necessary to pay attention to the inner thoughts and activities of talents, combine behavioral constraints and institutional incentives, and help the collective form a good working atmosphere, so as to continuously stimulate the endogenous quality of talents.

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