

The Effect of Working Objectification on Saving Intentions and The Underlying Psychological Mechanisms



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Working objectification refers to being viewed by others in the work environment as a tool and being denied human characteristics. In recent years, working objectification has increasingly become a common dilemma for workers in the workplace. A large body of research has explored the impact of job objectification in organizational settings, but little is known about whether and how working objectification affects individuals' financial decisions. Based on money as social resource theory, four studies are conducted to investigate the effect of working objectification on individuals' saving intentions, as well as the underlying mechanisms and boundary conditions of this effect, i.e., the mediating role of psychological security and the moderating role of social support and temporal orientation. The results are as follows:

1. Working objectification increases individuals' saving intentions.
2. Psychological security mediates the relationship between working objectification and saving intentions. Working objectification decreases psychological security, thus increases saving intentions.
3. Social support plays a moderating role between working objectification and psychological security. For individuals with low social support, working objectification reduces their psychological security, whereas for individuals with high social support, working objectification does not affect psychological security.
4. Temporal orientation plays a moderating role between working objectification and psychological security. For individuals with future orientation, working objectification reduces their psychological security, whereas for individuals with present orientation, working objectification has a reduced effect on psychological security.

Biography:

Jianan Zhong is a professor at Zhejiang University's Department of Psychology and Behavioral Sciences, Hangzhou, China. His research explores organizational behavior, leadership, and consumer decision-making processes. He has published in *Asia Pacific Journal of Management*, *Social Behavior and Personality*, *The International Journal of Human Resource Management*, and others.