



RESEARCH ON THE INTERMEDIARY AND REGULATION EFFECT
OF SUPERORGANIZATIONAL CITIZENSHIP BEHAVIOR OF
INDIVIDUAL NODES UNDER THE BACKGROUND OF
BLOCKCHAIN

I-Huai Lu

Department of Industrial Management, Yang-En University,
Quanzhou City, Fujian Province, China
b13925065727@qq.com

Wei-Chen Tung

Orvis School of Nursing, University of Nevada- Reno, Reno, NV, USA 89557
wctung@unr.edu.

Abstract

This study focuses on the research on the superorganizational citizenship behavior and formation mechanism of individual nodes in the context of blockchain. Through the discussion of organizational citizenship behavior and the characterization of the characteristics of super organizational citizenship behavior, the role of digital rights incentives and superorganizational structures to manage is discussed. The influence of the formation mechanism of superorganizational citizenship behavior. This topic takes H Group as an example to conduct empirical research, combines the Bitcoin network to solve problems such as the superorganizational structure of management and the superorganizational citizenship behavior of participants, and proposes countermeasures and suggestions to provide new ideas for building a more perfect adaptive organization. ideas. It also provides a reference for future theoretical circles and practitioners to conduct in-depth research on the organizational behavior of super citizens. This study draws on the research results of digital equity incentives and management superorganizational structure, conducts theoretical analysis and grounded theoretical qualitative analysis on the superorganizational citizenship behavior mechanism, and constructs a digital equity incentive and superorganizational management structure. Management and Beyond Organizational Citizenship Behavior. The relational and adaptive organization hypothesis model assumes that the antecedent variables have an impact on the outcome variables, and the mediating

variable adaptive organization plays a mediating role in the study of supra-organizational citizenship behavior and its formation mechanism.

In the hypothesis testing stage, this study conducted formal coding of the interview records after interviews with 8 employees of Group H, including open coding, main axis coding, and relevance coding, etc., to obtain the initial concepts and items of the reasons for the formation of superorganizational citizenship behavior. Such as equity incentives, technology, decentralization, etc. ; comparative analysis with the research results of superorganizational citizenship behavior. Through the initial concept coding, the main shaft coding with high relevance and high frequency is extracted. Among the conceptual categories that have been discovered, the core categories are summarized and further summarized as core codes. The scale is composed of main categories (core codes) and subcategories. Then established the main model and hypothesis of the research, used the maturity scale of organizational citizenship behavior for reference, modified the scale according to the interview code, and designed the measurement scale of digital equity incentives and superorganizational management based on the maturity scale. After distributing 392 questionnaires and collecting data from the employees who are working in the blockchain, using SPSS statistical tools to pass hypothesis testing and empirical analysis, the main research conclusions are:

In the context of blockchain:

1. Digital equity incentive X has a significant positive impact on super - organizational citizenship behavior Z.
2. Digital equity incentive X has a significant positive impact on going to management and beyond organization Y.
3. Demanagement superorganizational structure Y has a significant positive impact on superorganizational citizenship behavior Z.
4. Going to the management superorganizational structure Y plays an intermediary role in the influence of digital equity incentive X on super - organizational citizenship behavior Z.

According to the research conclusion, this paper, the first of its kind, puts forward an outline of supra-organizational citizenship behavior in the context of blockchain development, mainly introducing its concept, structure, and theoretical model on the effects of influence. Besides, it utilizes digital equities to motivate and manage the supra-organizational structure, adaptive organizational structure, and influence relations. Based on research findings, this paper proposes to improve the team performance and the overall performance in Group H by effectively promoting the supra-organizational citizenship behavior of employees. Furthermore, this paper provides suggestions for people outside Group H who work in the blockchain industry

on how to take advantage of the benefits of supra-organizational citizenship behavior.

Keywords: Blockchain; Digital equity incentive, Equity-incentive, Demanagement and Superorganizational Structure, Organizational Citizenship Behavior, Deinstitutionalized Self-management.

Introduction

Describe the relationship between blockchain technology and individual node superorganizational citizenship behavior, and the connotation and performance of individual node superorganizational citizenship behavior; under the current situation that citizens' self-awareness is gradually enhanced under the background of technical support, it is listed that enterprises are faced with the problems of enterprise model, Challenges and opportunities in terms of system, culture, and products; it leads to the necessity of studying the superorganizational citizenship behavior of individual nodes. In addition, this paper studies the similarities and differences between "superorganizational citizenship behavior" and "organizational citizenship behavior" based on blockchain technology.

Node Individual Superorganizational Citizenship Behavior

This paper explores the influence of code-based trust framework, digital equity incentives, and demanagement superorganizational structure on the formation mechanism of superorganizational citizenship behavior in enterprises during the period of blockchain technology impact and development

and change. Then, four relative relationships are positioned for "superorganizational citizenship behavior for enterprises, code-based trust framework for superorganizational citizenship behavior, digital rights incentives for superorganizational citizenship behavior, and demanagement superorganizational structure for superorganizational citizenship behavior".

Area of Research

This study selects the H Group enterprise as a case, and uses the method of empirical analysis to conduct survey, interview and data collection of all employees of the enterprise. It is hoped that from the perspective of theoretical guidance and practice, using mature scales that have been summarized by management research, quantitative measurement and statistics of the enterprise's code-based trust framework, digital equity incentives, demanagement superorganizational structure measures and superorganizational citizenship behavior Analysis, and strive to truly and deeply reflect the situation of the enterprise, identify the problem, identify the mechanism of action, and put forward suggestions for improving enterprise management.

Research Methods

Literature research, multivariate statistical methods (including exploratory research, empirical research, etc.) are mainly used. This paper adopts a review method to sort out the relevant research results at home and abroad, and determine the research direction by reviewing and summarizing. On the basis of theoretical research, design questions around the research direction, determine the scope of the research to identify suitable objects for interviews and exchanges, and understand the problems of enterprises and the concerns of different groups from multiple perspectives. questions and assumptions.

Exploratory Model

The Strauss & Corbin grounded theory adopted in this paper has systematic operation methods and techniques. By coding and analyzing textual data, in accordance with scientific logic laws, common methods such as induction and deduction are used to refine them in the process of continuous comparative analysis. concept, and further develop into the relationship between different categories of concepts, and finally build a theoretical model from the bottom up. The construction of grounded theory can be divided into four steps, namely generating research questions, data collection, derivation, four measure scales including mature organizational culture, organizational citizenship behavior, employee performance and human re-

source management are used to form secondary factor dimensions of dependent, independent and mediating variables; then refer to the questionnaires related to the scales Items, adjusted according to the actual situation of the company and the interview situation, to form the items related to the secondary factors; finally, the dimensions and questions of the four variables were integrated, and the items of the basic situation of the employees were added as control variables to form an exploratory research questionnaire, and form an exploratory research questionnaire. The secondary factors related to organizational culture, organizational citizenship behavior, employee performance and human resource management measures required for this study were adjusted to form a large sample analysis research model, scales and questionnaires.

Based on the summarization and thinking of the relationship between the three dimensions of digital rights incentives, demanagement superorganizational structure, and superorganizational citizenship behavior. In this study, digital equity incentives and demanagement superorganizational structures are used as independent variables, and superorganizational citizenship behaviors are used as mediating variables, and the following theoretical model is constructed as shown in Figure 1.

Among them, digital equity incentive is defined as the four dimensions of digital equity incentive

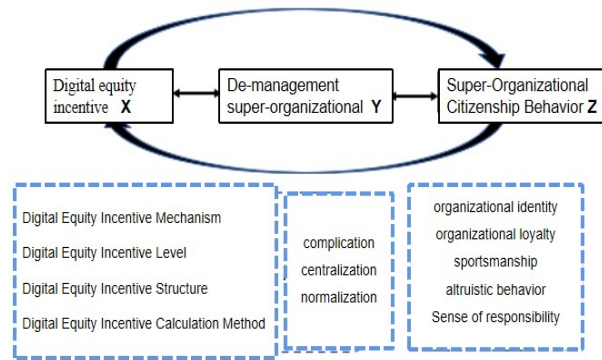


Figure 1. Theoretical model

Table 1. The Theoretical Research Model Of This Research

Hy-pothesis	Hypothetical content
H1	Digital equity incentives have a significant positive impact on deman-agement super- organizations
H2	Digital equity incentives have a significant positive impact on deman-agement super- organizations
H3	Demanagement and super- organization have a significant positive impact on superorganizational citizenship behavior
H4	Digital equity incentives have a positive mediating effect between de-management super- organization and superorganizational citizenship be-havior
H5	Demanagement super- organization has a positive mediating effect be-tween digital equity incentives and superorganizational citizenship be-havior
H6	Demanagement super- organization has a positive mediating effect be-tween digital equity incentives and superorganizational citizenship be-havior
H7	Digital equity incentives have a positive mediating effect between de-management super- organization and superorganizational citizenship be-havior
H8-1	Gender has significant differences in digital equity incentives
H8-2	Gender has significant differences in demanagement and super- organiza-tion

H8-3	Gender Significant Differences in Extra-Organizational Citizenship Behavior
H9-1	Marital status differs significantly in extra-organizational citizenship behavior
H9-2	Marital status differs significantly in extra-organizational citizenship behavior
H9-3	Marital status differs significantly in extra-organizational citizenship behavior
H10-1	Age makes a significant difference in digital equity incentives
H10-2	Age is significantly different in demanagement super- organization
H10-3	Age Significant Differences in Extra-Organizational Citizenship Behavior
H11-1	Educational levels have significant differences in digital equity incentives
H11-2	Education levels differ significantly in demanagement super- organizations
H11-3	Educational levels differ significantly in supra-organizational citizenship behavior
H12-1	Blockchain experience has significant differences in digital equity incentives
H12-2	There are significant differences in blockchain experience in demanagement and super- organizations
H12-3	Blockchain Experiences Have Significant Differences in Hyper-Organizational Citizenship Behavior

Source: this study is collated

mechanism, digital equity incentive level, digital equity incentive structure, and if digital equity incentive calculation method. Organizational citizenship behavior is defined as the three dimensions of organizational identity, organizational loyalty, sportsmanship, altruistic behavior, and sense of responsibility.

Empirical Research

Project Reliability And Validity Analysis

In order to understand the discrimination of each item in the scale

used in this study, the top 27% and the bottom 27% of the data obtained from the total score of the pre-test scale were divided into high and low groups, and the high and low groups were tested in Whether there is a significant difference in the total score of the scale, the total score of the high group and the low group is significantly different, it means that the total score of the scale has good discrimination. The test method is based on the scores of each item in the questionnaire and the total score (r) and (CR) of the scale to screen the items. (CR) is to find that the difference between the high group and the low group on the item average is sig-

nificant (Anderson, Tatham, & Black, 2010). The higher the value, the better the discrimination of the item. Hair et al. (2010) stated that the correlation coefficient between the scores of each item and the total score of the scale should also be required to be above 0.5. Therefore, the criterion for the selection of topics in this study is that the difference in decision value (CR) is significant and the correlation (r) between the topic and the total score is greater than 0.5. The results of the item analysis are described in order as follows.

In the item analysis of the Digital Equity Incentive Scale, the item score and the total scale score (r) are between .894~.927; (CR) is between 19.876~24.118, which are all in line with the standard, so all items are reserved. 2. Item analysis of the superorganizational incentive scale for demanagement are reserved. 3. Item analysis of superorganizational citizenship behavior, the item score and the total scale score (r) are between .878~.937; (CR) is between 15.973~23.443, all meet the standard, so all items are reserved.

In this study, the items retained after factor analysis were further tested by internal consistency reliability analysis, and the results were described in order as follows. The Cronbach's alpha value of digital equity incentives is .966, which meets the standard, indicating that the questionnaire is credible; the Cronbach's alpha value for demanagement and super-organization is .936, which meets the standard, indicat-

ing that the questionnaire is credible; Cronbach's using attitude The alpha value is .967, which is in line with the standard, indicating that the questionnaire has credibility. After the item analysis and reliability analysis of the scale, no poor reliability was found for the discrimination, so the research questionnaire does not need any adjustment, and a formal investigation can be conducted.

Through the reliability analysis, no items were deleted. In this study, KMO values were used to test whether each scale was suitable for factor analysis. The KMO value of the digital equity incentive scale data is 0.929, which is greater than 0.8. Bartlett's Sphericity test shows that $\text{Sig} < 0.001$, indicating that the 20 items in this dimension have a common factor, and there is a significant correlation between variables, which is suitable for factor analysis. After factor rotation, 4 eigenvalues with eigenvalues greater than 1 were extracted from the items of the digital equity incentive scale, and 4 factors were obtained, of which the cumulative contribution rate of variance of the four factors was 69.079%. Then, factor rotation analysis was performed using the optimal skew method.

The factor analysis results of digital equity incentives show that digital equity incentives are divided into 4 factors. All 4 dimensions are the same as we expected, so they are kept. In this study, the questionnaire items were deleted according to the criterion that the factor loading was less than 0.

6. The deleted items were: X5 (0.584<0.6), X6 (0.533<0.6), X13 (0.582 <0.6). The KMO value of the data of the superorganizational motivation scale for management removal is 0.924, which is greater than 0.8. Bartlett's Sphericity test shows that Sig<0.001, indicating that the 12 items in this dimension have a common factor, and there is a significant correlation between the variables, which is suitable for Do factor analysis. After factor rotation, 4 eigenvalues with eigenvalues greater than 1 were extracted from the items of the Superorganizational Incentive Scale, and 4 factors were obtained, of which the cumulative contribution rate of variance of the four factors was 71.048%. Then, factor rotation analy-

sis was performed using the optimal skew method. To sum up, the data of the Demanagement Super-Organization Motivation Scale is suitable for factor analysis, and it is divided into three factors. The process of item deletion of the entire scale is scientific and reasonable.

The KMO value of the superorganizational citizenship behavior scale data is 0.898, which is greater than 0.8. Bartlett's Sphericity test shows Sig<0.001, indicating that the 21 items in this dimension have a common factor, and there is a significant correlation between the variables, which is suitable as a factor. analyze.

Table 2. The Initial Eigenvalues And Total Variance Explained For Factor Analysis Of Superorganizational Citizenship Behavior

Element	initial eigenvalues			Extract the load sum of squares			Rotational load sum of squares
	Cumulative total variance (%)			Total	Variance (%)	accumulation(%)	Total
1	8.542	53.386	53.386	8.542	53.386	53.386	7.642
2	1.132	7.073	60.459	1.132	7.073	60.459	5.35
3	0.94	5.874	66.333	0.94	5.874	66.333	5.182
4	0.806	4.825	71.158	0.806	4.825	71.158	5.210
5	0.788	4.798	75.956	0.788	4.798	75.956	5.298

Source: this study is collated

After factor rotation, 5 eigenvalues with eigenvalues greater than 1 were extracted from the items of the superorganizational citizenship behavior scale, and 4 factors were obtained, of which the cumulative contribution rate of variance of the four factors was 75.956%. Then, factor rotation analysis was performed using the optimal skew method. The result of factor analysis of super organizational citizenship behavior shows that super organizational citizenship behavior is divided into 5 factors. All 5 dimensions are the same as we expected, so they are kept. In this study, the questionnaire items were deleted according to the criterion that the factor loading was less than 0.6. The deleted items were: Z6 (0.594<0.6), Z9 (0.592<0.6). To sum up, the data of the superorganizational citizenship behavior scale is suitable for factor analysis, and it is divided into four factors. Summary: After the data analysis and processing of the pre-investigation, the three subscales of digital rights incentives, demanagement superorganizational structure, and superorganizational citizenship behavior were all purified. Among them, the digital rights incentives delete the items X5, X6, X13, and the remaining 17 items, and extract 4 factors, which is in line with the theoretical presupposition; go to the management and superorganizational structure to delete the item Y4, and the remaining 14 items are extracted and extracted 3 factors are in line with the theoretical presupposition; Items Z6 and Z9 are deleted for superorganizational citizenship behavior, 19 items are left, and 5 factors are ex-

tracted, which is in line with the theoretical presupposition. After pre-investigation, the scale required for formal investigation was successfully obtained.

Descriptive Statistics

(1) Digital equity incentive (X)

The mean value is between 5.24 and 5.42, the skewness value is between -1.23 and -0.94, the kurtosis value is between 0.25 and 1.04, and the standard deviation is between 1.56 and 1.61.

(2) Superorganizational structure (y)

The mean value is between 5.36~5.59, the skewness value is between -1.07~-0.91, the kurtosis value is between 0.23~0.80, and the standard deviation is between 1.36~1.50.

Test Analysis

(1) Gender

The aspect of digital equity incentives: the average number of boys is 5.30 (standard deviation 1.59); the average number of girls is 5.35 (standard deviation 1.41); the test results did not reach a significant level ($t=-.37$, $p=.712>0.05$), indicating that There is no significant difference in the feeling of digital rights incentives among subjects of different genders.

Demanagement superorganizational structure: the mean number of boys is 5.46 (standard deviation 1.24); the mean number of girls is 5.53

(standard deviation 1. 27); the test results did not reach a significant level ($t=-. 52, p=. 605>0. 05$), indicating that subjects of different genders have no significant difference in the feeling of going to management and super- organization.

The dimension of superorganizational citizenship behavior: the average number of boys is 5. 56 (standard deviation 1. 31); the average number of girls is 5. 35 (standard deviation 1. 43); the test results did not reach a significant level ($t=1. 46, p=. 144>0. 05$), indicating that different genders are affected by There was no significant difference in the perception of superorganizational citizenship behavior among subjects.

(2) Blockchain experience

The aspect of digital equity incentives: the average number of people who have never been exposed to blockchain before is 5. 23 (standard deviation 1. 55); the average number of people who have been exposed to blockchain before is 5. 38 (standard deviation 1. 45); the test results did not reach a significant level ($t=-. 93, p=. 355>0. 05$), indicating that different subjects who have been exposed to the blockchain have no significant difference in digital equity incentives.

Demangement superorganizational structure:

The mean of no previous exposure to blockchain is 5. 28 (standard deviation 1. 36); the mean of previous exposure to blockchain is 5. 61 (stan-

dard deviation 1. 19); the test result reaches significant level ($t=-2. 48, p=. 014<0. 05$), indicating that different subjects who have been exposed to the blockchain have significant differences in demangement and super- organization.

Superorganizational Citizenship Behavior Dimension:

The mean of no previous exposure to blockchain was 5. 28 (standard deviation 1. 44); the mean of previous exposure to blockchain was 5. 52 (standard deviation 1. 35); the test results did not reach a significant level ($t=-1. 57, p=. 117>0. 05$), indicating that different subjects who have been exposed to blockchain have no significant difference in their attitude towards use.

Coefficient Of Variation Analysis

(1) Marital status

In the digital equity incentive dimension, the F test of different "marital status " in the "digital equity incentive "dimension did not reach a significant level ($F=. 34, p=. 710>0. 05$), indicating that the "marital status " is in the There is no significant difference in the aspect of "digital equity incentives ".

In the Demangement superorganizational structure dimension, the F test of different " marital status " in the dimension of "removing management and super- organization " did not reach a significant level($F=. 68, p=. 507>0. 05$), indicating that

"There was no significant difference in marital status in the dimension of "demangement hyper-organization".

In the superorganizational citizenship behavior dimension, the F test of different "marital status" in the "superorganizational citizenship behavior" dimension did not reach a significant level ($F=15$, $p=0.858 > 0.05$), indicating that the "marital status" in There was no significant difference in the dimension of "superorganizational citizenship behavior".

(2) Age status

In the digital equity incentive dimension, the F test of different "ages" in the "digital equity incentive" dimension reached a significant level ($F=3.08$, $p=0.010 < 0.05$), indicating that "age" is in the "digital equity incentive" "there are significant differences. Post hoc comparison by Scheffe's method showed that there was no difference between groups. In the demangement and superorganizational dimension, the F-test of different "ages" in the "demangement and super-organization" dimension did not reach a significant level ($F=1.66$, $p=0.144 > 0.05$), indicating "age" "There was no significant difference in the "de- super-group" dimension.

In the superorganizational citizenship behavior dimension, the F test of different "ages" in the "superorganizational citizenship behavior" dimension reached a significant level ($F=4.17$, $p=$. There are significant differences in behavior. The post-hoc

comparison by Scheffe's method shows that the attitude of the subjects aged 12 and below is significantly higher than that of the subjects aged 43 and above.

(3) Education level

In the digital equity incentive dimension, the F test of different "educational levels" in the "digital equity incentives" dimension did not reach a significant level ($F=2.38$, $p=0.069 > 0.05$), indicating that the "educational level" is in the There is no significant difference in the aspect of digital equity incentives.

In the demangement and superorganizational dimension, the F test of different "education levels" in the dimension of "removing management and super-organization" reached a significant level ($F=4.12$, $p=0.007 < 0.05$), indicating that "educational level" "There is a significant difference in the dimension of "demangement super-organization". After the comparison by the Scheffe method, it is known that the subjects of junior colleges and universities have a significantly higher view of going to the management and super-organization than the subjects of high school vocational colleges.

In the aspect of using attitudes, the F test of different "educational levels" in the aspect of "superorganizational citizenship behavior" reached a significant level ($F=3.37$, $p=$. There are significant differences

in organizational citizenship behavior. After the comparison by Scheffe method, it is known that the subjects below the middle school (inclusive) have a significantly higher opinion on the attitude of use than the subjects in the high school vocational school.

Confirmatory Factor Analysis

(1) The aspect of digital equity incentives

There are a total of 4 questions about digital equity incentives. The standardized factor loading was 0.873-0.933, (SMC) was 0.762-0.87, the compositional reliability was 0.954,

Table 3. First-Order Verification Factor Analysis Of Digital Equity Incentives

c t	m	Parametric significance estimation				Indicator reliability		CR	Convergence Validity
		Unstd.	S. E.	Z value	p value	S. V	SMC	CR	AVE
X	Xa 1	1.000				0.933	0.870	0.954	0.837
	Xa 2	0.012	0.029	34.933	0.000	0.932	0.869		
	Xa 3	0.975	0.030	32.811	0.000	0.921	0.848		
	Xa 4	0.914	0.033	27.938	0.000	0.873	0.762		

Source: this study is collated

and the average coefficient of variation extraction was 0.837, all in line with the standard.

(2) Demanagement and Superorganizational Structure dimension

There are a total of 3 questions to go to the superorganizational dimension of management. The shared variance was between 0.778 and 0.888, the (SMC) was between 0.605 and 0.789, the compositional reliability was 0.91, and the average coefficient of

variation extraction was 0.717, all in line with the standard.

(3) The dimension of superorganizational citizenship behavior

There are a total of 5 questions in the superorganizational citizenship behavior dimension. Standardized factor loading was 0.841-0.936, (Squared Multiple Correlations, SMC) was 0.707-0.876, (CR) 0.947, and the average coefficient of variation extraction was 0.818, all in line with the standard.

Table 4. First-Order Confirmatory Factor Analysis Of Demangement And Super- Organization

c t m	parameter estimation				p-Value	Item Reliability		CR	Convergence Validity
	Unstd.	S.E.	CR			STD.	AVE		
Y	Ya 1	1.000			0.000	0.778	0.605	0.910	0.717
	Ya 2	1.036	0.054	19.216	0.000	0.888	0.789		
	Ya 3	1.036	0.055	18.688	0.000	0.872	0.760		

Source: this study is collated

Table 5. First-Order Confirmatory Factor Analysis Of Superorganizational Citizenship Behavior

ct m	parameter estimation				p-Value	Reliability		Composite Reliability	Convergence Validity
	Unstd.	S.E.	Z-value			Unstd.	S.E.		
Z	Za 1	1.000			0.000	0.936	0.876	0.947	0.818
	Za 2	0.976	0.029	33.210	0.000	0.918	0.843		
	Za 3	0.924	0.037	25.211	0.000	0.841	0.707		
	Za 4	1.010	0.031	32.883	0.000	0.920	0.846		
	Za 5	0.926	0.033	30.683	0.000	0.906	0.834		

Source: this study is collated

Convergent Validity

In this study, CFA analysis was performed on the facets, and the three

facets of the model were: X, Y, and Z. Factor loadings for all facets ranged from 0.765 to 0.941; (CR) ranged from 0.91 to 0.954 and average coefficient of variation extraction (AVE)

Table 6. Confirmatory Factor Analysis Summary Table

ct	m	parameter estimation				Reliability		te Reliability	ce Validity
		Unst d.	S. E.	Z-val ue	p-Val ue	Unst d.	S. E.		
X	Xa 1	1.000				0.933	0.870	0.954	0.837
	Xa 2	1.012	0.029	34.933	0.000	0.932	0.869		
	Xa 3	0.975	0.030	32.811	0.000	0.921	0.848		
	Xa 4	0.914	0.033	27.938	0.000	0.873	0.762		
Y	Ya 1	1.000				0.778	0.605	0.910	0.717
	Ya 2	1.036	0.054	19.216	0.000	0.888	0.789		
	Ya 3	1.036	0.055	18.688	0.000	0.872	0.760		
z	Za 1	1.000				0.936	0.876	0.947	0.818
	Za 2	0.976	0.029	33.210	0.000	0.918	0.843		
	Za 3	0.924	0.037	25.211	0.000	0.841	0.707		
	Za 4	1.010	0.031	32.883	0.000	0.920	0.846		
	Za 5	0.926	0.033	30.683	0.000	0.906	0.834		

Source: this study is collated

Discriminant Validity
 Table 7. AVE Discriminant Validity Analysis

	X	Y	Z
X	0.915		
Y	0.539	0.847	
Z	0.567	0.592	0.85

Source: this study is collated

ranged from 0. 717 to 0. 861. Therefore, this model meets the criteria of convergent validity.

Model fit: using the structural model to analyze the research hypothesis, the

results show that (χ^2)=2237. 781, (χ^2/df)=3. 464, fitness index (GFI)=0. 875, (AGFI)=0. 864, (RMSEA)= 0. 079, (SRMR)=0. 182, (TLI)=0. 900, (CFI)=0. 908, indicating that the model has an acceptable model fit.

Table 8. Model Fit Index

Model fit	Criteria	Model fit of research model
(χ^2)	The small the better	2237. 781
DF	The large the better	392. 000
(χ^2/df)	$1 < \chi^2/df < 3$	3. 464
GFI	$\geq 0. 9$	0. 875
AGFI	$\geq 0. 9$	0. 864
(RMSEA)	$\leq 0. 08$	0. 079
(SRMR)	$\leq 0. 08$	0. 182
TLI (NNFI)	$\geq 0. 9$	0. 900
(CFI)	$\geq 0. 9$	0. 908

Source: this study is collated

Table 9. Satorra-Bentler Scaled Chi-square

Model fit indicator	Criteria	Model fit of research model
χ^2	small better	1482. 611
DF	large better	392. 000
χ^2/df	$1 < \chi^2/DF < 3$	2. 295
RMSEA	$< 0. 08$	0. 057
SRMR	$< 0. 08$	0. 184
TLI (NNFI)	$> 0. 9$	0. 916
(CFI)	$> 0. 9$	0. 923
(GFI)	$> 0. 9$	0. 917
(AGFI)	$> 0. 9$	0. 91
Scaling correction factor	> 1	1. 509

Source: this study is collated

Model Fit Correction

In the SEM analysis, the consistency between the sample covariation coefficient matrix generated by the sample data and the expected covariation coefficient matrix generated by the research model is presented by virtue of the model fit.

Hypothetical Test

In this study, the explanatory power (R²) of the digital equity incentive (X) for the demanagement and super-organization (Y) variation was 0.291, indicating that the explanatory power of the model in this study is acceptable. The explanatory power (R²) of digital equity incentives (X) and demanagement super-organization (Y) to superorganizational citizenship behavior (Z) is 0.437, which shows that the explanatory power of the model in this study is acceptable.

(1) Research Hypothesis 1:

The non-standardized regression coefficient of "Digital Equity Incentive (X) "to "Demanagement Super Organization (Y) "is 0.423, reaching a significant level (Z-value=10.205, p-Value =0.000). Therefore, the hypothesis 1 of this study is that "digital equity incentive (X) " has a significant impact on "demanagement super- organization (Y) ", and the hypothesis is true.

(2) Research Hypothesis 2:

The non-standardized regression coefficient of "digital rights incentives (X) "to "superorganizational citizenship behavior (Z) "is 0.305, reaching a significant level (Z-value=6.586, p-Value =0.000). Therefore, the hypothesis 2 of this study is that "digital rights incentives (X) " have a significant impact on "superorganizational citizenship behavior (Z) ", and the hypothesis is true.

(3) Research Hypothesis 3: The unstandardized regression coefficient of "demanagement super- organization (Y) "to "superorganizational citizenship behavior (Z) "is 0.450, which is at a significant level (Z-value=7.211, p-Value =0.000). Therefore, Hypothesis 3 of this study is that "removing management and super- organization (Y) " has a significant impact on "superorganizational citizenship behavior (Z) ", and the hypothesis is true.

Mediation Effect Analysis

In the total effect of digital equity incentive (X)→superorganizational citizenship behavior (Z), its $p < 0.05$ and the confidence interval does not contain 0 [0.371, 0.63], indicating that the total effect accepts the hypothesis; in the digital equity incentive (X)→to the total indirect effect of superorganization (Y)→superorganizational citizenship behavior (Z), its $p < 0.05$ and the confidence interval does not contain 0 [0.107, 0.290], indicating that the total indirect effect accepts the hypothesis, that is, the mediation The effect exists; in the direct effect of digital

Table 10. Hypothesis Test Results

Number	hypothetical content	test result
Hypothesis 1	(X) has a significant effect on (Y)	Accept the hypothesis
Hypothesis 2	(X) has a significant effect on (Z)	Accept the hypothesis
Hypothesis 3	(Y) has a significant effect on (Z)	Accept the hypothesis

Source: this study is collated

Table 11. List Of Empirical Results Of Research Hypotheses

DV	IV	Unstd	S. E.	Unstd. /S. E.	p-Value	Std.	R2
X	Y	0.423	0.041	10.205	0.000	0.539	0.291
	X	0.305	0.046	6.586	0.000	0.349	0.437
z	Y	0.450	0.062	7.211	0.000	0.404	

Source: this study is collated

Table 12. Indirect Effect Analysis Table Of Mediation Model

Effect	Point Estimate	product of coefficients			Bootstrap 1000 times Bias-corrected 95%	
		S. E.	z-Value	p-Value	Lower bound	Upper bound
Total effect						
(X)→(Z)	0.496	0.065	7.609	0.000	0.371	0.630
Total indirect effect						
(X)→(Y) → (Z)	0.190	0.048	3.990	0.000	0.107	0.290
Direct effect						
(X)→(Z)	0.305	0.082	3.736	0.000	0.145	0.472

Source: this study is collated

equity incentive (X)→ superorganizational citizenship behavior (Z), its $p < 0.05$ and this confidence interval does not contain 0 [0.145, 0.472], indicating that the direct effect accepts the hypothesis.

Regression Analysis and Hypothesis

Testing Based on Full Model
 A total of 21 hypotheses are put forward in this paper. It can be seen from Table 13 that the analysis results obtained in this study through the research data, and the test results of the research hypothesis in Table 13.

Table 13. Summary Of Research Assumptions And Results

items	research hypothesis	result
H1	Digital equity incentives have a positive and significant impact on demanagement super- organizations	Accept
H2	Digital equity incentives have a positive and significant impact on superorganizational citizenship behavior	Accept
H3	Demanagement and super- organization have a positive and significant impact on superorganizational citizenship behavior	Accept
H4	Digital equity incentives have a positive mediating effect between demanagement super- organization and superorganizational citizenship behavior	Reject
H5	Demanagement supergroup has a positive mediating effect between digital equity incentives and superorganizational citizenship behavior	Reject
H6	Superorganizational citizenship behavior has a positive mediating effect between digital rights incentives and demanagement super- organization	Accept
H7-1	Gender has significant differences in digital equity incentives	Reject
H7-2	Gender has significant differences in demanagement and super- organization	Reject
H7-3	Gender Significant Differences in Extra-Organizational Citizenship Behavior	Reject
H8-1	Marital status varies significantly in digital equity incentives	Reject
H8-2	Marital status varies significantly in digital equity incentives	Reject
H8-3	Marital status differs significantly in demanagement super- organization	Reject
H9-1	Age makes a significant difference in digital equity incentives	Reject
H9-2	Age is significantly different in demanagement super- organization	Reject
H9-3	Age Significant Differences in Extra-Organizational Citizenship Behavior	Accept

H10-1	Educational levels have significant differences in digital equity incentives	Reject
H10-2	Education levels differ significantly in demanagement super- organizations	Accept
H10-3	Educational levels differ significantly in supra-organizational citizenship behavior	Accept
H11-1	Blockchain experience has significant differences in digital equity incentives	Reject
H11-2	There are significant differences in blockchain experience in demanagement and super- organizations	Accept
H11-3	Blockchain Experiences Have Significant Differences in Hyper-Organizational Citizenship Behavior	Reject

Source: this study is collated

Research Hypothesis On The Relationship Between Digital Rights Incentives, Demanagement Super- Organization And Superorganizational Citizenship Behavior

- H1: Demanagement and super- organization have a positive and significant impact on digital equity incentives
- H2: Digital equity incentives have a positive and significant impact on superorganizational citizenship behavior
- H3: Demanagement and super- organization have a positive and significant impact on superorganizational citizenship behavior
- H4: Supra-organizational citizenship acts as a mediator between digital equity incentives and demanagement super- organizations

This study proposes the mediation hypothesis (H4) to accept the hypothesis that superorganizational citizenship behavior is the mediating variable between digital equity incentives and superorganization. The variables in the research model are significantly different, and the results are analyzed as follows.

Gender (H7) has no significant difference in digital equity incentives, demanagement and super- organization (H7-1, H7-2, H7-3).

Marital status (H8) has no significant difference in digital rights incentives, demanagement super- organization, and superorganizational citizenship behavior (H8-1, H8-2, H8-3).

Age (H9) has no significant difference in digital rights incentives, demanagement and super- organization (H9-1, H9-2), only in superorganizational citizenship behavior

ior (H9-3), indicating that the use of different ages When people operate or use the blockchain, they behave differently at the level of superorganizational citizens.

There is no significant difference in education level (H10) in digital equity incentives (H10-1), but there are significant differences in demanagement super- organization (H10-2) and superorganizational citizenship behavior (H10-3), indicating that different education levels When users operate or use the blockchain, they differ in the level of demanagement super- organization (H10-2) and superorganizational citizenship behavior (H10-3).

Research Conclusions and

Recommendations

- (1) There is a significant positive relationship between demanagement super- organization and digital equity incentives.
- (2) There is a significant positive relationship between digital rights incentives and superorganizational citizenship behavior.
- (3) There is a significant positive relationship between demanagement super- organization and superorganizational citizenship behavior.
- (4) There is an intermediary effect between superorganizational citizenship behavior and digital rights incentives and demanagement super- organizations.

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