

Roles of Intuitive Decision-Making Styles On Job Performance in The Complex Work Environment

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Abstract

With the increase in complexity and dynamism in work practices, the information processing capabilities of individuals are becoming more crucial for making effective decisions. Along with the growing role of non-cognitive processes, such as intuition, time constraints and cognitive limitations pose basic barriers to effectiveness. As a result, intuitive decisions are becoming better alternatives for organizational decisions in today's digital environments. Based on different theoretical perspectives, there are three types of intuition: holistic, inferential, and affective.

The purpose of this study is to examine the impact of different types of intuitive decision-making styles on job performance in complex work environments. The study utilized a quantitative research design to gather data from a sample of 739 employees working in various industries in Germany. The results have shown that the relationship between holistic intuition and job performance is positive in higher complexity and negative in lower complexity. Another result has indicated that the relationship between affective intuition and job performance is negative in both high and low complexity environments. Lastly there is a positive relationship between inferential intuition and job performance, but job complexity doesn't play a conditional effect on the relationship.

Overall, this study aims to contribute to the understanding of the impact of intuitive decision-making styles on job performance in complex work environments, and the potential implications for organizations.

Keywords: decision-making, intuition, job complexity, job performance