

Analysis of Influencing Factors of Job Satisfaction of Flexible Employees in China

--Based on CFPS2016 Data

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Abstract

The article is based on the data of the China Family Tracking Survey (CFPS) in 2016. According to the characteristics of the questionnaire structure and the definition of the concept of flexible employment, three groups of flexible employment are selected from non-agricultural casual workers, non-agricultural self-employed persons, and employed persons. Personnel samples, and conduct empirical analysis of factors affecting job satisfaction. The study found that the job satisfaction of non-agricultural self-employed workers is related to age, education level, health status, work location, interpersonal relationship status, and confidence in the future; non-agricultural casual workers' job satisfaction is related to their gender, age, marital status, Personal characteristics such as education level, health status, hukou, and confidence in the future are related to psychosocial characteristics; while the job satisfaction of employees with flexible employment is related to age, health status, work location, work income, weekly working hours, Factors such as workplace, availability of benefits, interpersonal relationships, and confidence in the future are related.

Keywords

Flexible Employment; Job Satisfaction; Logistic Regression.

1. Introduction

In 1972, the International Labor Organization put forward the concept of "informal sector" in the report "Employment, Income and Equality: Kenya's Strategy to Increase Productive Employment", paying attention to the phenomenon of self-employment and the increase of temporary workers in cities in developing countries [1]. Employers in the informal sector have the characteristics of large working time flexibility, diversified employment forms, unclear labor relations, and unstable income and remuneration, which can easily lead to problems such as "work poverty", insufficient protection of workers' rights and interests, and low job satisfaction. , Which in turn affects the physical and mental health of practitioners and social stability [1]. As a developing country with a large population, my country's informal employment phenomenon also deserves attention. my country seldom uses the term "informal employment", and research institutions of relevant government departments refer to informal sector employment as "flexible employment" according to China's national conditions [2]. With the continuous deepening of my country's market-oriented reforms and the steady progress of economic transformation and upgrading, the number of flexible employment groups is also increasing. According to estimates, the current number of flexible employment employees in my country is about 200 million. With the continuous expansion of flexible employment and the continuous growth of their labor contributions, but not commensurate, the protection of labor rights of flexible employees in my country is worrying [3], There are many problems such as poor income sustainability, irregular labor relations, and difficulties in social insurance coverage. In July 2020, the General Office of the State Council issued the "Opinions on Supporting Multi-channel Flexible Employment" to increase support for flexible employment groups such as self-employed, part-time and new employment forms. Flexible employment can not only meet the needs of economic and social development and solve the

livelihood problems of ordinary workers by providing convenient services, but also can exert unique advantages in expanding employment channels and alleviating employment pressure. The discussion of the factors affecting the job satisfaction of flexible employees is an important foundation for improving the job satisfaction of flexible employees and guaranteeing the basic rights and interests of flexible employees. It is also an important guarantee for unblocking flexible employment channels and giving full play to the role of flexible employment as a "reservoir".

2. Literature References

At present, there are sufficient researches on flexible employment in our country, but there are different classification methods for the definition of flexible employment groups based on different identification standards, and neither academia nor official institutions have uniformly defined or expressed it [4]. At the same time, if we want to analyze the factors that affect job satisfaction of flexible employees, it will involve what factors affect job satisfaction, so as to judge whether these factors are of concern to flexible employees. Therefore, this study is mainly related to two types of literature: one is related to the definition of the concept of flexible employment; the second is to explore the main influencing factors of job satisfaction.

For the concept of flexible employment, scholars more commonly used the definition of flexible employment defined by the research group of the Ministry of Labor and Social Security in 2002 on the "Research on Flexible and Diversified Employment Forms": that is, flexible employment refers to the, Workplaces, insurance benefits, labor relations and other aspects (at least on one side) are different from the traditional mainstream employment methods established under the background of modern industrialization [5]. On the basis of this definition, Dong Baohua defines flexible employment as a kind of informal work. Any work that is different from the usual permanent and full-time wages and salaries is considered as informal work [6]. The above definition of flexible employment is a holistic concept, which includes all flexible employment personnel. For flexible employment in cities and towns, Dong Ximing and others define it as those who obtain labor income through legal means, but have no formal relationship with the employer. And stable labor relations and employment methods independent of the employer [7]. Although the concept of flexible employment is broad, it can be summarized by informal employment in the informal sector and informal employment in the formal sector [8]. From the above analysis, it can be seen that although the current concept of flexible employment is not uniformly defined, it has similar meanings in general. While many concepts are pursuing "applicability", they also bring about conceptual ambiguity and lack of operationalization. In order to facilitate the operation, this article will choose the definition of flexible employment personnel made by the research group of the Labor Science Research Institute of the Ministry of Labor and Social Security of China in 2005. The research group has listed 7 elements and standards to define flexible employment personnel. [9]: ① The purpose of business or labor is to provide subsistence employment and income for relevant personnel; ② Not registered in accordance with generally applicable laws and not protected by law; ③ The number of self-employed persons employed is below a certain standard (Tentatively set to 7 people); ④ Short-term temporary discontinuous work, short-term fixed-term discontinuous work, seasonal discontinuous work, etc.; ⑤ Working hours are lower than legal working hours, and labor remuneration is lower than the local minimum wage standard and higher than the minimum living standard Guarantee standards and are willing to do more work; ⑥ Labor and social protection responsibilities are provided by the workers themselves; ⑦ Special government policies support the creation of jobs. As long as any one of the above criteria is met, it can be regarded as flexible employment.

Job satisfaction is a subjective feeling of employment status formed by combining various factors [10]. At present, there are few researches directly measuring the influencing factors of flexible employment personnel's job satisfaction, while the research on migrant workers as the research object is very rich. Research shows that salary and benefits, labor schedule, working environment, social

security [11], social capital, health status, regular physical examination, workplace [12], and employment mobility [13] these factors will all be satisfied with the work of migrant workers. In addition, from a macro perspective, the main factors affecting migrant workers' job satisfaction are migrant workers' social capital variables and work status variables [14]. Among the individual characteristics of migrant workers, health status, household registration type, and marital status, Political outlook has no significant effect on employment service satisfaction [15]. However, some studies have reached the opposite conclusion. Yao Zhifu and others used the disordered multi-category Logit regression method and found that the individual characteristics of the new generation of migrant workers, such as age and marital status, have a negative impact on their job satisfaction and development-oriented motivation for working. Psychological factors such as recognition of the urban lifestyle are conducive to improving the job satisfaction of the new generation of migrant workers [16]. Research by Zhu Honggen and others found that different levels of wage levels have different effects on the job satisfaction of migrant workers by gender and industry, and age, gender, marital status, education level, industry characteristics, and unit nature will all affect migrant workers' job satisfaction. Job satisfaction has an impact [17].

Through the above analysis, we can see that the overall factors affecting the job satisfaction of migrant workers in the current research can be divided into three aspects: individual characteristics, job characteristics and psychological factors. However, the migrant worker group only has a certain overlap with the flexible employment personnel, and it is not an equivalent relationship. In addition, the current research on the factors affecting the job satisfaction of flexible employees is generally less, and it is still unknown whether the factors affecting job satisfaction of migrant workers are applicable to a wider range of flexible employment groups. This article is based on the data of the China Family Tracking Survey (CFPS) in 2016, according to the characteristics of the questionnaire structure and the definition of the concept of flexible employment used in the article, the non-agricultural casual workers, non-agricultural self-employed persons and employed persons in the questionnaire cases. Three groups of flexible employees were selected in the sample, and binary logistic regression was used to explore the influencing factors of flexible employees' job satisfaction, in order to supplement the research on the influencing factors of flexible employees' job satisfaction. Make a certain marginal contribution to their job satisfaction.

3. Conclusion

With the continuous changes in production methods and lifestyles, flexible employment will certainly play a greater role in expanding employment channels and alleviating employment pressure. Only by continuously optimizing the working conditions of flexible employees and increasing their job satisfaction can they better ensure employment and stabilize the "basic market" of people's livelihood. This paper uses the 2016 CFPS data and based on the definition of the concept of flexible employees and the design of the questionnaire structure to select three groups of flexible employees from non-agricultural self-employed groups, non-agricultural casual workers, and employed groups, and their job satisfaction. The influencing factors are discussed. Among them, the selected factors affecting job satisfaction are mainly divided into three types: personal characteristics, job-related characteristics, and social psychological characteristics. According to the research results, the following conclusions can be drawn:

1. In terms of individual characteristics, age and health status show a significant positive correlation among the three types of flexible employees. Gender, marital status, education level, and hukou are all satisfied with the work of the three types of flexible employees. Performance varies from degree to degree. Older flexible employees often lack the motivation to change the status quo of work, so they have a higher job satisfaction, which is consistent with the actual situation. Flexible employees who are in good health tend to be able to complete their work more easily than those who are not healthy, and therefore have higher job satisfaction. In terms of gender, the relationship between job satisfaction and gender of non-agricultural casual workers is significant, which may be due to the large differences between men and women in terms of work content and working environment. Self-

employed and employed groups often have different work differences between men and women. Large; in terms of marital status, non-agricultural casual workers who are married and divorced are less likely to be satisfied with their work than unmarried non-agricultural casual workers, while marital status is satisfied with the job of flexible employment among the employed and self-employed groups. The degree is not significant, indicating that in contrast, the work quality of non-agricultural casual workers is lower, and marriage or divorce will increase their life pressure and cause dissatisfaction at work. For the level of education, higher education means higher working ability, but the three types of flexible employment did not show significant at the same time. It may be that the higher academic qualifications of non-agricultural casual workers and self-employed flexible employees can create better working conditions for themselves, and flexible employees employed are often within a certain work framework, and it is difficult to truly exert their work ability. In terms of hukou, only non-agricultural casual workers have significant job satisfaction. The difference in hukou for non-agricultural casual workers may mainly lie in job opportunities, and non-agricultural casual workers have more advantages.

2. In terms of social and psychological characteristics, evaluation of people and confidence in future life are generally significant in the job satisfaction of the three types of flexible employees. The evaluation of people reflects the status of the interpersonal relationship of the surveyed objects, and the two influence each other. Generally, the better the interpersonal relationship, the higher the job satisfaction. This conclusion can also be verified in the model. But for non-agricultural casual workers, the influence of interpersonal relationships on job satisfaction is not significant, which means that the work of non-agricultural casual workers may require less cooperation than the other two types of flexible employment. However, confidence in the future life reflects the enthusiasm of the individual's mentality, and a positive mentality will effectively improve job satisfaction.

3. In terms of work-related characteristics, the three flexible employment groups have differences in work location, work income, and one-way commuting time. One-way commuting time is not significant among the three flexible employment groups; in terms of working location, non-agricultural self-employment Employed flexible employees work in other villages in their own townships and those outside the province have higher job satisfaction, while flexible employees in the employed group have higher job satisfaction with those working in their own village or county. Reflecting that the impact of mobility distance on job satisfaction may be related to specific types of work; in terms of work income, non-agricultural self-employed and non-agricultural casual workers use the annual after-tax income of all general jobs, where missing values and income are 0. There are many cases, which may lead to not significant enough in job satisfaction. The employment of flexible employees uses the main job total income. After interpolation, the data is relatively complete and significant, but it also reflects that income is not the only requirement of flexible employees, and job satisfaction and income are not purely linear. Compared with the other two types of flexible employment groups, the employed flexible employment groups have more measurable work characteristics due to their stable working locations. In the flexible employment group, relative to 0-30 hours less than the 44 hours per week stipulated in my country's "Labor Law", the longer the working hours, the lower the possibility of being satisfied with the job, reflecting the employment. Flexible employees also hope to have more leisure time; in terms of workplaces, the indoor working environment is usually better than outdoor working, and job satisfaction is also higher. Employed flexible employees with cash or in-kind benefits can get more incentives at work and have higher job satisfaction than employees without any benefits; social insurance can protect participants from various risks and realize income. The function of redistribution, but because its benefits are often difficult to directly show, it is ignored, making its impact on job satisfaction not significant enough.

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