

Study on Status Quo and influencing factors of Junior Civil Servants' Sense of Mission

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ABSTRACT

The working attitude and efficiency of junior civil servants determine the working conditions of the government organs and the satisfaction of the masses to the government departments, thus affecting the harmonious and healthy development of the whole society. Using the 12-Calling Scale to measure the sense of mission of junior civil servants, it's found that the general level of the work sense of mission of junior civil servants in our country is relatively low. The age, marital status, working years and post grade of junior civil servants will significantly affect their work sense of mission, and proactive personality also has a significant impact on the sense of mission.

Key words: Junior civil servants; A sense of mission at work; Proactive personality; Incentive theory

1. INTRODUCTION

In recent years, the recruitment policy of civil servants has shown a tendency to the grass-roots level, all regions have increased the policy tilt, support grass-roots recruitment of civil servants. As the most basic and practical engine of government function, grass-roots civil servants are the undertakers of government public function and the actual and concrete executors of public power. However, although the current grass-roots civil servants have great potential, due to the work content and work environment as well as some of their own reasons, group anxiety, work-life balance, job satisfaction and subjective well-being are relatively low, and work efficiency is low, which leads to a series of problems such as job burnout.

In recent years, the sense of work mission has become a hot topic of research both at home and abroad. It originated from the religious field and gradually changed to secularization, and is considered to be closely related to the self-realization and happiness of individuals, in the workplace, there is a close relationship between employee's work attitude and behavior. In the construction of grass-roots civil servant ranks, the most fundamental thing is to enhance the sense of mission of this group, so that their abilities, professional values and professional orientation must meet the requirements of civil servant positions, in order to satisfy the citizen's expectation and demand for the public power, to realize the function goal of the government department, at the same time to choose the suitable development path, to give full play to own ability and function, to realize the professional value. However, the current domestic investigation and research on the level and cause of the grass-roots civil servants' work sense of mission is still relatively scarce. Therefore, it is necessary to study the current situation and influencing factors of the grass-roots civil servants' work sense of mission.

2. LITERATURE REVIEW

2.1. A review of related research abroad

There is no consensus on the concept of the sense of mission abroad, Hunter et Al. (2010) use the term "lack of consensus" to describe the status quo in the research community. At present, foreign scholars define it mainly from three perspectives. Xie Baoguo(2016) summed up and sorted out these three perspectives. The first is the classical perspective, which is strongly religious and emphasizes personal obligations and destinies, similar to the traditional concepts of Luther and Max Weber, representative scholars such as Ponton(2014), Bunderson(2009) and Thompson(2009) believe that a sense of mission to work is closely related to the fulfillment of God's will. The second perspective is the modern perspective, which emphasizes the intrinsic drive for self-actualization or happiness in the process of career choice and is a strong, meaningful and passionate experience of a particular field of occupation, it is the result of the pursuit of passion and satisfaction in work. The most representative scholars are Dobrow and Tosti-Khars (2011), Hall and Chandler (2005). The third perspective is the Neoclassicism, which emphasizes both the personal and the social importance of a sense of purpose, represented by Dik and Duffy (2009), Bunderson and Thompson (2009), one of the most widely accepted is the study of college freshmen by Dik and Duffy (2009), who concluded that a sense of mission is defined as: (1) a transcendent calling, an experience that comes from outside the self; (2) in order to perform a particular role in life, conduct oriented towards the display or acquisition of a sense of purpose and meaning; (3) those who master the values and goals of the orientation of others are the main sources of motivation. In general, foreign scholars agree that a sense of mission must include a sense of purpose and a sense of meaning (Zhao Xiaoyun, 2011). Corresponding to the concept is the measurement of a

sense of mission. At present, there are at least 6 kinds of measurement tools about work sense of mission developed by foreign scholars, including single dimension and multi-dimension scales. There are 12 items of sense of mission Scale (12-Calling Scale, 12-CS) developed by Wrzesniewski, Dobrow and Tosti-Khara, Brief Calling Scale (BCS) developed by DIK, and Calling and Vocation Questionnaire (CVQ) developed by DIK. As for the influencing factors of work sense of mission, from the perspective of previous studies abroad, on the one hand, scholars have studied the relationship between demographic variables and work sense of mission from the perspective of Empirical Research, on the other hand, from the perspective of career development, the researchers set out from both theoretical and empirical levels, the influencing factors of work sense of mission were discussed (Hall & Chandler, 2005; Longman, 2011; Peterson, 2009). The demographic variables include religion, gender, education level and income, and the factors of career development include core self-evaluation, personal sense of meaning and self-efficacy.

2.2. A review of related research in China

For the concept of grass-roots civil servants, there is no unified, standardized definition. Through the existing literature, we can see that scholars generally distinguish the grass-roots civil servants from two angles. The first is whether civil servants are employed at the lower levels of government departments or agencies at the grass-roots level, at the departmental or regional level, and the second is at the level of the civil servants themselves, while distinguishing between leading and non-leading positions. From the first point of view, Lai Xiaolei(2008) that the grass-roots civil servants are at the bottom of the administrative level, working in the front line, directly serving the people, into the state administrative staff, by the state finance to pay wages and benefits. Most scholars use "county level or below" as the criterion(Luo Zhenyu,2016;Weng Qingxiong, 2014;Li Xiaoxia,2011).From the second point of view, scholars have some differences in concept division. Some scholars believe that grass-roots civil servants can include all civil servants in leading or non-leading positions within the scope of the grass-roots concept, corresponding job levels include county and sub-director, deputy researcher, Township Branch, Deputy Director of Staff, staff and Clerical Staff (Luo Zhenyu,2016; Li Xiaoxia, 2011). Other scholars believe that grass-roots civil servants should only include non-leadership positions staff, working directly in the first line, the post level in the county or even under the branch level(Weng Qingxiong, 2014; Wang Zhi, 2014; Bai Tingting,2013).According to the research definition of scholars and the research practice of this paper, the grass-roots civil servants are defined as those who work in the government organs at or below the county level, and those whose post level is at or below the county department level, staff members included in the State Administration and paid by the State Treasury for wages and benefits.

The domestic scholars' research on the sense of work mission is still at the initial stage, and the definition of the sense of work mission is mainly based on the definition of the foreign academic circles, the mainstream is the modern viewpoint and the neoclassicism viewpoint. For example, Zhao Haixia(2013)defined the sense of mission as "a psychological state in which individuals experience a sense

of meaning, responsibility and passion at work. ". Zhang Chunyu and others (2012) have made a comparative study of the Chinese and foreign literature on the sense of mission, and put forward that the word "mission" in Chinese culture and Western sense of mission similar development trajectory and significance. Unlike in the West, "mission" in Chinese Culture emphasizes "command", which originates from "Heaven" or "Emperor" and contains a call that must be obeyed. Both, like the Western sense of mission, are "what the supreme power has commanded or called upon to do". Therefore, it is necessary to carry out the conceptual framework and theoretical and empirical research on the sense of mission in the context of China.

In the aspect of measuring the sense of mission, most scales used by domestic scholars are developed against the background of Western society. Some scales such as COS2-CS and BCS have been translated into Chinese and used in the study, it was also proved to have high reliability and validity. In the development of the nist, Zhang Chunyu et Al. (2013) explored and validated the occupational mission structure of the Chinese population through standardized measurement methods and procedures, based on the consideration of Chinese culture, the Chinese Calling Scale (CCS) and the CCS-E were developed.

The research on the influencing factors of work sense of mission in China is mainly based on the empirical research, and the influencing factors can be divided into two categories: demographic factors and personality factors. Demographic factors mainly include sex, age (grade), rank, working years and so on. Shen Xueping(2015) studied the relationship between college students' personality factors and job-hunting clarity, and used job-sense of mission as mediator and moderator.

3. RESEARCH DESIGN AND RESULTS

3.1. Research Hypothesis

3.1.1. Job Commitment and the hypothesis of demographics variables

Studies at home and abroad have shown that the demographic factors that influence the sense of mission include religion, sex, age (grade), education level, income, rank and working years, but there are some differences in different situations. In the aspect of gender, according to the theory of Gender Socialization, men and women are endowed with different values and personality traits in the early socialization process, and therefore have different role needs compared with women, men tend to focus more on material rewards and competitive advantage at work, and men are more motivated than women to work hard for specific goals and are more passionate and motivated at work when the incentives are adequate, however, in the condition of general or insufficient motivation, men's work motivation can't be stimulated, and their sense of mission may be reduced. In terms of age, according to the law of cognitive development, with the growth of age, individual values will tend to be stable, self-awareness will be more clear, the development of their own career will have a clearer plan, they have a higher level of commitment to a particular profession. In the aspect of education level,

according to the existing research, it is believed that the education level can influence the individual's cognition to the society, and make clear the individual's position in the society. In the political aspect, because of the particularity of their beliefs, the party member group follows the purpose of "serving the people heart and soul", which is not only the requirement of the work but also the requirement of the Party for the front-line civil servants who directly face the people, there is an overlap between the two, so the Party members should have a higher sense of mission. With regard to marital status, according to the hierarchy of needs theory, married individuals are more likely to be satisfied with the needs of love and belonging than unmarried individuals, so they are more likely to have a need for respect and self-actualization, at the same time, they also bear greater work and life pressure, need to pay efforts, in this case will have a higher sense of mission. In terms of the place of work, there are still some differences in the level of economic development in the eastern, central and western regions of China, and there are also some differences in the comparison between the remuneration and welfare treatment of civil servants in different regions and the current situation of social life that they face, the service groups may also be different due to the regional culture, so the grass-roots civil servants in different regions may have different perceptions of work, and their level of work sense of mission may also be different. In terms of length of service, there is a positive correlation between the sense of identity and commitment to the job and the length of time spent in the job. The longer an individual works in a certain field, the better his understanding of the job will be, the more congruent the self is with the work itself. At the rank level, according to research, managers have a stronger sense of mission than the average employee, are more likely to see work as a way to achieve their value, and are more passionate about their work. Based on the above theories and research results, this paper proposes the following hypotheses:

H1 significant differences in the demographics variables of the grass roots civil servants' sense of mission.

H1a grass-roots civil servants have significant gender differences in their sense of mission.

H1b grass-roots civil servants work sense of mission in the age of significant differences.

H1c grass-roots civil servants work sense of mission in the level of education there is a significant difference.

H1d grass-roots civil servants work sense of mission in the political landscape there are significant differences.

H1e grass-roots civil servants work sense of mission in the marital status there is a significant difference.

H1f civil Servants' sense of mission at the grass-roots level has significant differences in the workplace.

H1g grass-roots civil servants work sense of mission in the length of service there is a significant difference.

H1h grass-roots civil servants' sense of mission in the job level or job title there is a significant difference.

3.1.2. The hypothesis of the relationship between work sense of mission and initiative personality

The theory of social interaction suggests that individual learning and development take place in the interaction with others and the surrounding social environment. Specifically, individuals with higher levels of proactive personality tend to have more contact with the outside world and take more career-related exploration and self-exploration behavior.

In addition, Shen Xueping et Al (2015) found that active personality can positively predict the job-seeking sense of mission, and college students' job-seeking clarity is positively correlated with job-seeking sense of mission, the sense of mission partially mediates and mediates the relationship between proactive personality and job-hunting clarity. Based on the above theories and research results, this paper proposes the following hypotheses:

H2 proactive personality of grass-roots civil servants predicts job sense of mission.

3.2. Data source

The research is carried out by means of distributing the questionnaire on the Internet. The final questionnaire consists of three parts. The second part is the concrete content, which is made up of 29 items in two scales of the two variables of the sense of mission and the active personality. The 12-Calling Scale (12-CS) developed by Dobrow and Tosti-Kharas is used to measure the sense of mission. Proactive Personality Scale (PPS), which was developed by Bateman and Crant, was used to measure Proactive Personality. Because of the particularity of the research object, the convenient sampling method and snowball sampling method are mainly used in the sampling method.

A total of 239 questionnaires were collected from 16 provinces and cities in China, including Sichuan, Zhejiang, Guangdong and Henan. After eliminating 27 questionnaires with incorrect data, 212 valid questionnaires were obtained.

3.3. Reliability and validity analysis

In this study, Cronbach α was used to test the internal consistency coefficient of the scale. This method was widely used in previous empirical studies and reflected the degree of correlation among items. Cronbach α greater than 0.7 indicates that the scale has a high reliability and meets the requirements of the Public Management Test. Using SPSS18.0 to analyze the two scales, Cronbach α was greater than 0.7, Cronbach α was 0.899, and active personality scale was 0.898, which showed that the two scales had higher reliability, has achieved the management science and the psychology research request.

The validity reflects the validity of the scale, and whether the scale can measure its target features correctly or not. This study measured the content validity of the scale, by analyzing the correlation between each item and the total score, to test whether the items in the scale can reflect its content or theme. The results showed that there was significant correlation between the individual items and the total scores of the two scales ($p < 0.05$). The table below:

Table 1 validity of the sense of mission scale

Variable	Total score
C1	0.688**
C2	0.681**
C3	0.753**
C4	0.700**
C5	0.635**
C6	0.721**

C7	0.690**
C8	0.711**
C9	0.644**
C10	0.662**
C11	0.658**
C12	0.743**

** . There was a significant correlation at 0.01 level (bilateral).

Table 2 validity of proactive personality inventory

Variable	Total score
P1	0.529**
P2	0.584**
P3	0.162*
P4	0.622**
P5	0.762**
P6	0.568**
P7	0.505**
P8	0.644**
P9	0.579**
P10	0.689**
P11	0.716**
P12	0.697**
P13	0.699**
P14	0.679**
P15	0.744**

P16	0.706**
P17	0.665**

*. There was a significant correlation at 0.05 level (bilateral).

**. There was a significant correlation at 0.01 level (bilateral).

3.4. Hypothesis test

3.4.1. An analysis of the relationship among job sense of mission, active personality and demographic variables

The correlation analysis shows that the grass-roots civil servants' sense of mission is correlated with the demographics variables. There was a positive correlation between the sense of mission and the age ($r = 0.145$, $p < 0.05$). And the grass-roots civil servants work sense of mission and Marital Status Significantly Correlated ($r = -0.196$, $p < 0.01$), married grass-roots civil servants work sense of mission higher than unmarried, H1e founded. In addition, through the correlation analysis also found the grass-roots civil servants active personality and demographics statistical variables. The active personality of grass-roots civil servants was more typical than that of women ($r = -0.136$, $p < 0.05$), and the active personality of grass-roots civil servants was significantly correlated with their current working area ($r = 0.226$, $p < 0.01$), the typicality of the initiative personality of the grass-roots Civil Servants in the eastern, central and western regions shows a significant upward trend. See Table 7 for details.

Table 3 the relationship between work commitment, proactive personality and demographics variables $n = 212$

Variable	1	2	3	4	5	6	7	8	9	10
Sex	1.000									
Age	-0.240*	1.000								
Education level	0.027	-0.300**	1.000							
Political Landscape	0.064	0.243**	0.014	1.000						
Marital Status	0.173*	-0.622**	0.176*	-0.225**	1.000					
Where works	-0.009	-0.248**	0.213**	-0.064	0.110	1.000				
Years of service	-0.010	0.911**	-0.293**	0.236**	-0.636**	-0.270**	1.000			
Job Category	-0.249*	-0.066	-0.015	0.014	0.209**	-0.274**	-0.105	1.000		
A sense of duty	-0.073	0.145*	-0.036	-0.054	-0.196**	-0.071	0.110	-0.026	1.000	
Active personality	-0.136*	0.036	0.011	-0.048	-0.054	0.226**	-0.016	-0.072	0.375**	1.000
Mean value	1.476	3.113	1.986	2.066	1.340	2.019	1.052	1.585	37.495	79.821
Standard Deviation	0.501	1.319	0.510	0.788	0.475	0.964	0.222	0.759	9.648	14.912

Note: 1 for Gender, 2 for age, 3 for educational level, 4 for Political Orientation, 5 for marital status, 6 for place of work, 7 for length of service, 8 for job type, 9 for sense of mission, 10 is for active personality.

*. There was a significant correlation at 0.05 level (bilateral).

**. There was a significant correlation at 0.01 level (bilateral).

The variance analysis and independent sample t test were used to further verify the difference of the grass-roots civil servants' work sense of mission in some groups with

different working years and job levels. In the grass-roots civil service, the respondents who have worked in civil service for more than 25 years have a significantly higher

sense of mission than those who have worked for 3-5 years ($p = 0.012$). From the perspective of job level, among the grass-roots civil servants engaged in integrated management posts and administrative law enforcement posts, the sense of mission of the interviewees who served as the deputy of county division was significantly higher

than that of the interviewees who served as clerks and Civil service of the People's Republic of China ($p = 0.038$, $p = 0.006$). H1h was partially verified. At the same time, the analysis also showed that there were no significant differences in gender, education level, political outlook and job location, and H1a, H1c, H1d and H1f were not verified.

Table 4 analysis of variance and independent-sample t-test of work life to work mission (N = 212)

Variable	Categories	Mean	Standard deviation	F	Comparison	Sig.
A sense of duty	3 years or less	37.827	9.162	1.280	G>B	0.012
	3-5 year	33.320	8.350			
	5-10 year	36.333	8.946			
	10-15 year	38.105	9.608			
	15-20 year	36.867	9.125			
	20-25 year	38.400	11.879			
	Over 25 years	39.393	10.314			

Note: A stands for 3 years or less, B for 3-5 years, C for 5-10 years, D for 10-15 years, E for 15-20 years, F for 20-25 years, G for 25 years or more.

Table 5 analysis of variance and independent sample t-test of job level on job mission (N = 177)

Variable	Categories	Mean	Standard deviation	F	Comparison	Sig.
A sense of duty	Caseworker	35.630	9.616	1.459	G>A G>F	0.038 0.006
	Staff member	37.380	8.978			
	Deputy Chief Staff	39.667	10.122			
	Officer-in-charge	36.811	9.913			
	Civil Service of the People's Republic of China	39.000	9.889			
	Civil Service of the People's Republic of China	35.364	10.033			
	Deputy County Commissioner	48.000	3.606			
	Civil service of the People's Republic of China	43.182	12.703			

Note: A stands for clerk, B for staff member, F for Civil Service of the People's Republic of China, G for county deputy.

3.4.2. An analysis of the relationship between work sense of mission and initiative personality

As can be seen from table 7, the correlation analysis shows that there is a significant positive correlation between the grass-roots civil servants' work sense of mission and Their Initiative Personality ($r = 0.375$, $p < 0.01$). The more typical the grass-roots civil servants' work sense of mission, the higher the level of their initiative personality. This laid a good foundation for the next regression analysis.

To further clarify the causal relationship between the two, the data were analyzed by hierarchical regression analysis. First, the work sense of mission was taken as a dependent variable, and the control variables of demographics were put into the variables column to get the first level regression results, the Independent contribution of active personality to work sense of mission was obtained after controlling for variables. The R^2 value of the model obtained from table 10 is 0.140, which explains 14.0% of the variance of the dependent variable. The Standard Regression Coefficient of the active personality to the work mission sense is 0.242($p = 0.000$), that is, the more typical the active personality is, the stronger the work mission sense is.

Table 6 hierarchical regression analysis of the role of proactive personality in Job Sense of mission (N = 212)

Dependent variable	Control variable	Independent variable	β	R	R^2	ΔF
A sense of duty	Demographic variable			0.196	0.034	8.414**
		Active personality	0.242***	0.375	0.140	34.320***

* *. Significant at 0.01 level (bilateral).

***. Significant at 0.001 level (bilateral).

4. CONCLUSION

4.1. The current situation of the sense of mission of the civil servants at the grass-roots level

The average score of grass-roots civil servants' sense of mission is 37.495. Compared with the results of foreign studies, the level of the sense of mission of the civil servants at the grass-roots level in China is lower than that of the American Music Majors ($m = 50.057$) and art majors ($m = 48.857$), but slightly higher than the universities of business ($m = 36.000$) and management ($m = 37.714$) (Dobrow and Tosti-Kharas, 2011), and compared with the study of the Longitudinal Dynamics of Dobrow (2013) can also be seen, overall, it was lower than that of American amateur musicians ($44.657 < m < 52.971$). Compared with previous domestic studies, the level of the sense of mission of the grass-roots civil servants in China is lower than that of the free normal students ($m = 52.440$; Zhang Chunyu, 2013), the post-90s employees of IT enterprises ($m = 43.268$), the employees of construction and software enterprises and the teaching staff of primary and Middle Schools ($m = 41.760$; Yu Chunjie, 2014), and the employees of Yunnan Enterprises ($m = 39.000$; Chen Yiyu, 2016). It can be seen from this that, on the whole, the level of the sense of mission of the civil servants at the grass-roots level in our country is relatively low, which is not in line with the general expectation of the masses and the requirements of the construction of a "service-oriented government", and is not conducive to the implementation of the incentive mechanism, there is considerable room for improvement.

4.2. Influencing factors of grass-roots civil servants' sense of mission

The results of this study show that the factors influencing the sense of mission of grass-roots civil servants include demographics factor and personality factor. On the one hand, there are significant differences in grass-roots civil servants' sense of mission in terms of age, marital status, length of service and position level; on the other hand, there are significant differences in grass-roots civil servants' active personality in terms of gender and place of work, and proactive personality positively predicted job sense of mission.

First, the age factor, the older the grass-roots civil servants, the stronger the sense of demographics. This is because individuals' perceptions change with age. The older they are, the more stable their values are, and the clearer and clearer their sense of themselves and the direction of their career development, therefore, the grass-roots civil servant's sense of mission will increase with the increase of age. Second, marital status, married grass-roots civil servants work sense of mission level significantly higher than unmarried, which is closely related to their needs and responsibilities. According to the hierarchy of needs theory, married people who satisfy the needs of love and belonging are more likely to have the needs of respect and self-realization, and their work is no longer only for themselves, but also for their families, that is to say, the so-called pro-social tendency in the sense of work mission

is enhanced, and the work is more purposeful and meaningful, which is the essence of the sense of work mission. Third, in terms of length of service, grass-roots civil servants who have worked for more than 25 years have significantly higher work sense of mission than grass-roots civil servants who have worked for 3-5 years. There is no significant difference in the level of work sense of mission among grass-roots civil servants who have worked for other years, this may be because individuals who have worked for more than 25 years in the civil service have generally developed a higher sense of identity with their jobs, and civil service work has become a part of their lives, for individuals engaged in the service industry and other people-related industries, 3-5 years of work is just in the general sense of the high incidence of job burnout stage, at this time, the individual is easy to appear to the work of the enthusiasm decline, lack of vitality, the service object attitude indifference, self-doubt, that they are not competent for their jobs, and so on, the sense of work mission reflects the individual's passion for a particular field of work, and has a significant correlation with self-efficacy, both confirmed a positive correlation between work commitment and Core self-esteem (Hirschi & Hermann, 2012; Torrey & Duffy, 2012). In addition, according to the theory of self-determination, in the process of transforming external motivation into internal motivation, the transformation can be supported when the external environment satisfies the individual's three needs of autonomy, competence and belonging, and perform its function. Therefore, it is not difficult to understand that the grass-roots civil servants with 3-5 years of service have a lower average level of work sense of mission while those with more than 25 years of service have a higher level. Fourth, at the rank level, among the grass-roots civil servants who are engaged in the post of comprehensive management and the post of administrative law enforcement, the sense of mission of the deputy officials at the county and division level is significantly higher than that of the clerks and Civil Service of the People's Republic of China, this may be because grass-roots civil servants who hold deputy posts at the county level are actually managers and generally earn relatively high salaries. According to research by Wrzesniewski et Al. (1997), managers have a higher sense of mission than non-managers, individuals with higher incomes are more likely to have a higher sense of purpose at work.

The study also found that there were no significant differences in gender, education level, political outlook and job location, which was not consistent with the hypothesis. This may be because, first, on the gender front, Duffy and Sedlacek (2010) suggest that both men and women may have or seek a sense of purpose. There is no obvious difference in the distribution of tasks between the grass-roots civil servants, whether male or female, the economic income is uniformly stipulated and distributed by the state, the material returns are not very different, and the jobs are relatively stable compared with the enterprises, there is not very strong and sufficient competition, so the gender differences can't be fully reflected in the sense of mission. Secondly, with regard to the education level, the education level of the grass-roots civil servants surveyed is generally high, and according to the requirements for civil service recruitment in recent years, academic qualifications are one of the important evaluation indicators, as well as an important factor for future promotion, for individuals who have become grass-roots civil servants, even if their educational level is relatively low when they join the civil service, their educational level can be raised through adult

education, on-the-job education, etc. , therefore, the education level difference in the individual self-improvement in the role of grass-roots civil servants in the community is no longer obvious. Third, in terms of the political profile, the level of political literacy and political sensitivity is generally higher among the civil servants because of the nature of their work. Fourthly, in the work place, although the grass-roots civil servants in the eastern, central and western regions show an increasingly typical trend in the level of their active personality, there is no significant difference in their sense of mission, this may also be due to the fact that there are no significant differences in the education level, income and social status of grass-roots civil servants in different regions, and the majority of the respondents in this study are urban workers who work in the same civil service system, there was no significant difference in work atmosphere and work environment, so the difference of work mission sense was not significant.

From the personality factor, the study found that the active personality of grass-roots civil servants is positive to predict the work sense of mission, the more typical the active personality, the higher the work sense of mission. Markow and Klenke (2005) and Peterson (2009) argue that personal meaning derived from transcendent values, passion for life, and a sense of purpose at work are positively predictive. Individuals with typical active personality tend to take positive and active actions to change themselves and their surroundings, and to find and solve existing problems in time, with a high sense of responsibility and organizational commitment, a positive attitude and a higher level of pursuit, it is also easier to contact the outside world, to take more career-related exploration behavior and self-exploration behavior. According to the theory of self-difference, working with a sense of mission is a fusion of ideal, ought-to-be and realistic self. Individuals with active personalities are more likely to follow the direction of a sense of mission and reach a state of "I am who I want to be and who I am meant to be". This fusion of self can promote a sense of clarity, direction and meaning. These factors are also considered to be the core of the sense of mission in the work. (DIK & Duffy, 2009), so the group's sense of work commitment is more likely to increase as they interact with the environment.

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