The Influence of Spiritual Leadership on Job Satisfaction: The Mediating Effect of Employee's Optimism and the Moderating Effect of Machiavellian Personality

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Abstract. The purpose of this study is to explore the mediating effect of optimism between spiritual leadership and job satisfaction. This study proposes that spiritual leadership has positive impact on employees' optimism and job satisfaction based on the spiritual leadership theory and resource conservation theory. Meanwhile, this study also exams whether Machiavellian Personality, as an individual difference of employees, can influence the impact from spiritual leadership. Therefore, this study develops a moderated mediation model to test the hypotheses through empirical ways like SPSS and a questionnaire survey with 330 employees participated in. The research results showed that spiritual leadership has significantly positive impact on employee's optimism and job satisfaction, employee's optimism has significantly positive impact on employee's job satisfaction. Employee's optimism mediates the relationship between spiritual leadership and job satisfaction, and Machiavellian Personality moderated the relationship between spiritual leadership and optimism. The research results of this provide some managerial implications to managers.

Keywords: Spiritual Leadership · Job Satisfaction · Optimism · Machiavellian Personality

1 Introduction

Under the background of current times, spiritual leadership is a new kind of leading theory which is gradually paid attention to by the domestic and foreign scholars. Giacalone and Jurkiewics (2003) summarized the considerations and goals of people during the work. (1). Develop career through learning at work and feel competent and knowledgeable about work. (2). Realize the meaning of work and have clear goals and sense of superiority. (3). Sense the positive relationship between employees and the harmonious atmosphere within the organizations. (4). Have the ability to balance life and work and can cope with the role switch of themselves. To sum up, the spiritual lives of employees needs to be active. In order to meet the spiritual needs of employees, it is crucial to adopt appropriate leadership style and play an effective role of leadership.

As is known to all, the basic and key element of an organization is employees. All companies want to introduce and retain the competitive employees, and the employees would be influenced by the behaviors of leaders. Earlier researches show that different leadership styles in the workplace will have different effects on employees' work. For example, humble leadership will have a positive impact on employee performance and improve job satisfaction of employees. Authoritative leadership, on the other hand, will stimulate negative emotions such as resentment and reduce job satisfaction of employees. In addition, research has found that positive mindset would make people feel the blessing of life and make employees feel satisfied about their jobs (Seligman, 2004) [2]. The concept of Machiavellian Personality was first proposed by Machiavellian. It is considered a interpersonal strategy that promotes personal gain, deception and manipulation. Therefore, if people with Machiavellian Personality regard this trait as a means and apply it to their work, the attitude of the members of their organizations will be impacted.

Looking back on the development of leadership theory, the research on spiritual leadership has not been comprehensive at home and abroad, and there are still a lot of gaps. There is a lack of research on the relationship between spiritual leadership and job satisfaction of employees, and even little research on the variables like optimism and Machiavellian Personality. Therefore, the relationship among spiritual leadership, job satisfaction, optimism and Machiavellian Personality is worth exploring.

2   Theoretical Basis and Research Hypotheses

2.1   Theoretical Basis

The theory of spiritual leadership focuses on personal growth and development, which usually includes the following aspects. First, spiritual leaders help individuals have complete lives, and seek meaningful work by connecting with others, society, self and transcendence, so as to motivate individuals to achieve noble and meaningful purposes. Second, spiritual leaders encourage their followers to think beyond themselves in terms of caring for society, the earth and nature. Thirdly, spiritual leaders combine core organizational values, organizational processes and systems, as well as individual core values and aspirations, thus greatly improving the matching degree between them and the organization and strengthening employees' sense of belonging to the organizations. Fourth, spiritual leaders tend to let followers pursue meaningful contents. It can be seen that spiritual leaders pay more attention to individuals in a comprehensive way. They are trying their best to meet the needs of individuals and work environment. They hope that individuals can develop together with society and enterprises.

Fry, Vitucci, & Cedillo (2005) [3] believe that the model of spiritual leadership is a new and effective theory in the field of leadership type research. They suggest that leaders should pay more attention to the spiritual needs of employees in the workplace in order to produce good organizational and personal results. Therefore, spiritual leadership can be regarded as a field of inquiry in the context of workplace spirituality. On the basis of Fry's research, this paper expands and defines spiritual leadership as that the leaders' own values affect the organizational atmosphere, and then employees have a sense of spiritual

identity. Therefore, employees keep making progress in the motivation, and eventually employees will go beyond themselves and achieve great spiritual satisfaction.

Optimism can be a personality trait or emotional cognition, but people with this trait tend to have a positive perception of reality and the future, and give reasons for that perception. Positive people are always aware of the positive and practical aspects of their lives. Therefore, people who are optimistic in the face of difficulties are more confident that they will reach their goals in the end.

The definition of Machiavellian Personality is that people with this kind of personality trait will use any means to achieve their goals, ignore morality and other people's emotions, and adhere to the view of self-interest first. Throughout the definitions and viewpoints of previous researchers, we can see that Machiavellian Personality consists of the following elements. (1) View human nature as negative and evil; (2) In terms of handling affairs and behaviors, target the aim of accomplishing the purposes at all costs and means; (3) In terms of treating others, they are relatively cold and are not close to others emotionally, and have a weak moral sense.

Although there are a large number of definitions of job satisfaction and there are many differences between these definitions, scholars have one thing in common in their definitions, that is, job satisfaction is the subjective response of workers. On the basis of the definition of reference framework, this paper defines job satisfaction as the subjective feeling of work formed by employees affected by the external environment (including but not limited to the workplace).

2.2 Research Hypotheses

2.2.1 The Influence of Spiritual Leadership on Job Satisfaction

Spiritual leadership has its unique management mode, which can create a clear vision shared by managers and subordinates through the spread of their own values. Employees will perceive the significance of their efforts from this set goal, and then achieve great satisfaction in their work. In addition, spiritual leadership will constantly encourage employees. For subordinates who perceive the inspiration of spiritual leadership, they will achieve both organizational goals and individual achievement (Fry, 2003) [4]. Finally, spiritual leaders are caring and do not pretend to pay attention to their subordinates. They will sincerely care for and appreciate their subordinates, so that the employees will be further equipped with the ability of accurate self-positioning and improvement of their capabilities, which will enhance their confidence in their work and improve their job satisfaction.

To sum up, we can find that leadership, as an important leading factor, is a determinant of job satisfaction. Spiritual leadership plays a positive role in guiding employees, seeking consistency between employees and the organization both at work and internally. Therefore, we conclude that spiritual leadership has a positive effect on employee satisfaction, and propose the following hypothesis.

H1: Spiritual leadership has a positive impact on job satisfaction.

2.2.2   The Influence of Spiritual Leadership

Through literature review, we found that external environment can affect a person's self-perception. People with positive traits do their best to filter out negative factors or find appropriate words for them, and are left with perceptions or feelings that are consistent with their own beliefs or states. According to the definition of spiritual leadership, it is a type of leadership that spreads positive values in the work and creates a good atmosphere in the organizations.

The visions of spiritual leadership will optimize the development of business and interpersonal development within the organizations. The beliefs held by spiritual leaders will be spread to the employees, and the two sides will gradually form a consistency in thought. This kind of positive emotion will be constantly spread over time, and the members will continue to believe that the organization will develop in a good direction in the future. Spiritual leaders are caring and are good at spreading their emotions within the organizations.

Cropanzano and Weiss(1996) [5] proposed that workers' own status in the organizational environment would be affected by the accumulation of emotional experience and other factors (such as personality). Special situation will induce people's subjective emotions. It can be seen that when employees are experiencing difficulties, they will inevitably have negative cognition subjectively. At this time, the care of spiritual leaders will be a positive encouragement to subordinates. When an employee's work is fruitful, the spiritual leaders' concern is to further recognize and support the employees.

To sum up, we can see that the thoughts and behaviors of spiritual leaders can guide or reinforce positive emotions. Thus, we propose the following hypothesis.

H2: Spiritual leadership has a positive impact on optimism.

2.2.3   Influence of Optimism on Job Satisfaction

Seligman (2004) [2] found and confirmed through research on marketing personnel that optimists have better performance, and a high proportion of them would be willing to stay and continue working. From this, we can see that optimism can promote the effective management of managers, and employees will be more willing to devote themselves to the work.

Employees with more positive emotions are more likely to exhibit behaviors that contribute to the functioning of the organization than employees with less positive emotions. Therefore, we can say that people with optimistic traits see things in a positive way. They see their current job as promising and worthy of their best efforts. What they do in their work is that they can achieve their expectations or even beyond expectations after making efforts.

Therefore, we can say that optimism can be regarded as a positive emotion or a positive personality trait. People with this trait will be willing to actively devote themselves to their work, and the degree of completion and the effect of completion will be better than others, so they are likely to get great satisfaction from their work. In this regard, we propose the following hypothesis.

H3: Optimism has a positive impact on job satisfaction.

2.2.4 The Mediating Effect of Optimism Between Spiritual Leadership and Job Satisfaction

Optimism plays an important role in the relationship between spiritual leadership and job satisfaction. Optimists are actively involved in optimizing their life, physical, mental, emotional, and work experiences. Here, we choose the workplace under spiritual leadership as a specific environment, where employees are optimistic about the overall future of the organizations, their roles and goals. In this kind of organizations, leaders and employees have common ideas, and the ideological connection between leaders and subordinates will reduce the gap between employees' ideas and actual work, so employees will show great willingness to stay in this kind of organizations.

Emmons(1999) [6] found a significant correlation between life satisfaction, happiness, hope and optimism in his study. The satisfaction of many employees, organizational productivity and performance results are linked to the spiritual motivation of leaders, and they take the initiative to make contributions to their success. Under the leadership's affirmation and self-motivation, employees' job satisfaction will be greatly improved. However, the influence of spiritual leadership on job satisfaction is not a simple mechanism, but has a certain evolutionary process. Therefore, we propose the following hypothesis.

H4: Employee optimism plays a mediating role between spiritual leadership and job satisfaction.

2.2.5 The Moderating Effect of Machiavellian Personality Between Spiritual Leadership and Optimism

Tokar (1998) [7] indicated that differences in personality characteristics would lead to differences in the clarity of goals & decision making and social strategies used by different people. Personality traits have an impact on personal emotions, and the core of personality traits, in particular, affect how subordinates view themselves.

In the same organization, different levels of Machiavellian Personality could cause different results. People with high Machiavellian Personality themselves desperately want to be manipulators, and have the mindset that human nature is inherently evil, which shows that it runs counter to the values and behaviors of spiritual leadership, so it will be difficult to integrate into the organizational atmosphere shaped by spiritual leadership. The low Machiavellian Personality, although egoistic in nature, has a significantly weaker ability to manipulate the situation than the high Machiavellian Personality. People with low Machiavellian Personality are limited in their own behavior and will properly accept the favorable conditions in interpersonal situations from the outside. It can be seen that spiritual leadership will be weakened in different degrees by the reaction force of its own characteristics when it spreads values to people with Machiavellian Personality.

Dahling (2009) [8] found in past experiments that Machiavellian Personality would bring negative emotions. People with high Machiavellian Personality tend to hold back on information from the outside world, which leads to negative emotions such as anxiety and stress. People with low Machiavellian Personality will appropriately exchange their feelings with others and try their best to create a good atmosphere of trustworthiness in the organization, but it does not mean that this will change their negative attitude.
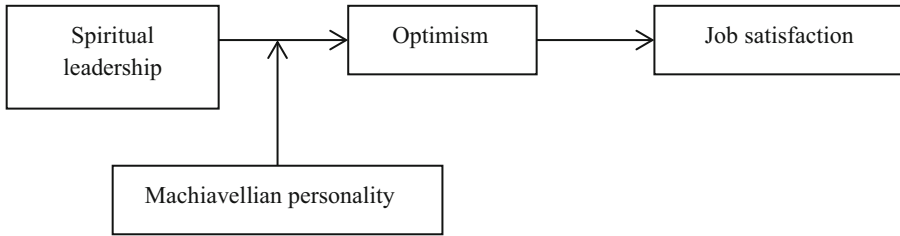
Fig. 1. Research model

To sum up, we can find that both high Machiavellian Personality and low Machiavellian Personality have different degrees of disidentification with organizations under spiritual leadership. Although they are not optimistic about the current and future of the organization, the differences in their high and low characteristics will have different effects in the organization. In this regard, the following hypothesis is proposed.

H5: Machiavellian Personality plays a moderating role between spiritual leadership and optimism. When individuals tend to have high Machiavellian Personality, the effect of spiritual leadership on optimism is strongly inhibited. When individuals tend to have low Machiavellian Personality, the effect of spiritual leadership on optimism is less inhibited.

Based on the above hypotheses and analysis, this study proposes a model, as shown in Fig. 1.

3   Research Design

3.1   Research Sample

From January 10, 2018 to February 20, 2018, the total number of samples collected was 350 (including 20 invalid questionnaires). This study involved four variables, namely, spiritual leadership, optimism, Machiavellian Personality and job satisfaction. The subjects of the study were all people with jobs.

In this study, questionnaires were mainly distributed in Haikou, Fuzhou, Hangzhou, Guangzhou by convenient sampling. The questionnaire was distributed online and offline. The online questionnaire was filled online through WJX.cn, and the offline questionnaire was filled after face-to-face conversation with the respondents. Considering the privacy and concerns of the respondents, all questionnaires were filled out anonymously, and the relevant obligation of disclosure was fulfilled before filling out. In view of the validity of the questionnaire, the random filling of the questionnaire was also avoided. Questions with reversed rating were set for individual questions. The collected questionnaire will be screened from several aspects such as the length of time to fill in, completeness and whether the answers are randomly selected, so as to ensure the authenticity and validity of the research data.

3.2   Research Tools

The five-point Likert scale is used as the scoring method. The score ranges from 1 to 5, representing strongly disagree, disagree, neutral, agree and strongly agree.

3.2.1 Spiritual Leadership

For the part about spiritual leadership, the scale developed by American scholar Fry (2005) is used as a reference, which contains 18 questions.

3.2.2 Optimism

For the measurement of optimism, the scale of Luthans and Youssef (2007) [9] is adopted, which contains 6 questions.

3.2.3 Machiavellian Personality

For the measurement of Machiavellian Personality, the scale of Dahling et al.(2008) [10] is adopted, which contains 12 questions.

3.2.4 Job Satisfaction

To measure job satisfaction, Minnesota Job Satisfaction Short Version Questionnaire (Fred, 2004) was selected [11]. There are 20 questions in the scale, and 12 questions of internal job satisfaction are selected in this study.

4 Research Result

Based on all the recovered questionnaires, the valid questionnaires were screened out for data processing, and then the processing results were analyzed and explained. Therefore, this chapter consists of the following four parts, namely, descriptive statistical analysis, reliability analysis, correlation analysis and regression analysis.

4.1 Descriptive Statistical Analysis

This part is the demographic information about the subjects of this study. The subjects' gender, age, working years, education level and position are described and analyzed.

(1) Males and females accounted for 45.45% and 54.55% of the total number, respectively.

(2) The proportion of participants who were 25–35 years old was 57.58%. Participants of other age groups accounted for 42.42%.

(3) The number of workers with more than 8 years accounted for 33.03%. It was followed by the group of workers who had been working for 2 years to 5 years.

(4) Most of the subjects had bachelor's degree, accounting for 58.19%, and the subjects with high school degree is second only to the subjects with bachelor's degree, accounting for 23.33%.

(5) Most of them are grassroots or ordinary employees, accounting for 68.48%. There are 53 grass-roots managers, accounting for 16.06%. Others accounted for 15.46%.

To sum up, we can see that the respondents are basically employees with middle and high education, and they have been working for a long time.

4.2 Reliability Analysis

Reliability represents the measure used in the study and the degree of credibility of the scale. This study adopts the α reliability coefficient method, which means that the larger the α coefficient, the higher the stability and reliability of the questionnaire. The research shows that if the α reliability coefficient is greater than .80, the questionnaire has relatively high reliability. If the α reliability coefficient is in the range of .60 to .80, it indicates that the questionnaire is acceptable but can still be optimized. If the reliability coefficient of α is less than .60, it can be judged that the questionnaire is not desirable.

Through reliability analysis, the results of the variables involved in this study are as the following. The α value of spiritual leadership is .96. The α value of optimism is .84. The α value of Machiavellian Personality is .94. The α value of job satisfaction is .93. After comparing the above data with .80, we judge that the questionnaire has high credibility, so the results of this data analysis are of reference value.

4.3 Correlation Analysis

The purpose of this study is to explore the effect of spiritual leadership on job satisfaction, how optimism moderates the relationship between spiritual leadership and job satisfaction, and how Machiavellian Personality moderates the relationship between spiritual leadership and optimism. Therefore, in order to confirm the correlation between variables and the significant degree of correlation, Pearson's performance difference correlation analysis method will be used to test the data in this section.

As shown in Table 2, we can see that:

(1) The correlation coefficient between spiritual leadership and job satisfaction is .69 (P < .01), which indicates that spiritual leadership is positively correlated with job satisfaction, and the correlation is significant.
(2) The correlation coefficient between spiritual leadership and optimism is .65 (P < .01), which indicates that spiritual leadership and optimism are positively correlated with each other, and the correlation is significant.
(3) The correlation coefficient between optimism and job satisfaction is .63 (P < .01), which indicates that there is a positive correlation between optimism and job satisfaction, and the correlation is significant.
(4) The correlation coefficients between Machiavellian Personality and spiritual leadership and job satisfaction are −.24 (P < .01) and −.31 (P < .01), respectively, indicating that Machiavellian Personality is negatively correlated with spiritual leadership and job satisfaction, and the negative correlation is significant. However, the correlation coefficient between Machiavellian Personality and optimism is −.08, indicating that Machiavellian Personality and optimism are negatively correlated, but not significantly.

Table 1. Reliability analysis

Variable	Number of questions	Alpha
Spiritual leadership	18	.96
Optimism	6	.84
Machiavellian Personality	12	.94
Job satisfaction	12	.93

Table 2. Mean, standard deviation and correlation coefficient of variables

	Mean	SD	1	2	3	4	5	6	7	8	9
Sex	.55	.50	-								
Age	31.32	7.46	.05	-							
Years of work	7.17	7.08	.13*	.85**	-						
Education background	2.86	.70	.01	.15**	.10	-					
Position	1.49	.81	−.07	.22**	.11**	.08	-				
Spiritual leadership	3.46	.82	.12*	.02	.04	−.12*	−.01	-			
Job satisfaction	3.51	.89	.23**	.15**	.19**	−.01	−.07	.69**	-		
Optimism	3.57	.82	.02	.05	.09	.01	−.09	.65**	.63**	-	
Machiavellian Personality	2.81	1.06	−.43**	−.19**	−.19**	.04	.05	−.24**	−.31**	−.08	-

Note: * indicates $P < 0.05$, ** indicates $P < .01$, and *** indicates $P < .001$

4.4   Regression Analysis

In this section, regression analysis will be used to test the relationship between optimism, spiritual leadership and job satisfaction in Hypothesis 4, and the relationship between Machiavellian Personality, spiritual leadership and optimism in Hypothesis 5.

4.4.1   Regression Analysis of Mediating Effect of Optimism

To verify the role of optimism as a mediating variable in Hypothesis 4 between spiritual leadership and job satisfaction, we performed the following steps.

The first step is to test whether spiritual leadership (independent variable) has a significant effect on job satisfaction (dependent variable) and optimism (mediating variable). If it is significant, proceed to the next step and use this as the basis for judging the mediation relationship in subsequent steps.

The second step is to test whether optimism has a significant effect on job satisfaction.

The third step is to test whether spiritual leadership and optimism have significant effects on job satisfaction at the same time. If the coefficient value of spiritual leadership

Table 3. Regression analysis table of the mediating effect of optimism

Model	1	2	3	4
Factor	Job satisfaction	Optimism	Job satisfaction	Job satisfaction
Sex	.12**	−.08	.20***	.15***
Ago	.04	−.05	.06	.05
Years of working	.12	.11	.06	.09
Degree of education	.06	.09*	−.03	.03
Position	.08*	−.10*	−.02	−.05
Spiritual leadership	.67***	.66***		.47***
Optimism			.62***	.31***
$\triangle R^2$	.52***	.44***	46***	−.05***

Note: N = 330 * indicates P < 0.05,** indicates P < .01, and *** indicates P < .001

and job satisfaction decreased after the first step (but still significant), it indicates that the mediation is established, and optimism plays a partial mediating role.

Table 3 shows that:

(1) In Model 1, the value of β is .67 (P < .001), and the change of R^2 is .52, indicating that spiritual leadership has a significant positive correlation with job satisfaction.
(2) In Model 2, the value of β is .66(P < .001), and the change of R^2 is .44, indicating that spiritual leadership and optimism have significant positive correlation.
(3) In Model 3, the value of β is .62(P < .001), and the change of R^2 is .46, indicating that optimism and job satisfaction have significant positive correlation.
(4) In Model 4, the value of β of spiritual leadership is .47(P < .001), the β value of optimism is .31(P < .001), and the change of R^2 is −.05. Compared with Model 1, the value of β decreases, but it still shows positive correlation.
(5) To sum up, it can be concluded that spiritual leadership has a positive impact on job satisfaction and optimism, optimism also has a positive effect on job satisfaction, and optimism partially mediates the relationship between spiritual leadership and job satisfaction.

4.4.2 Regression Analysis of the Moderating Effect of Machiavellian Personality

To verify the role of Machiavellian Personality as a moderating variable in Hypothesis 5 between spiritual leadership and optimism, the operation steps are as follows.

In the first step, to facilitate data interpretation, the variables were decentralized.

In the second step, optimism was set as the dependent variable and spiritual leadership was set as the independent variable for the first regression analysis.

In the third step, optimism was set as the dependent variable, spiritual leadership and Machiavellian Personality were set as independent variables, and the second regression analysis was conducted together with optimism.

Table 4. Regression analysis of moderating effect of Machiavellian Personality

Model	1	2	3
Factor	Optimism	Optimism	Optimism
Sex	−.08*	−.05	−.08
Age	−.05	−.03	−.03
Years of working	.11	.10	.11
Degree of education	.09	.08*	.08
Position	−.10*	−.10*	−.11
Spiritual leadership	.66***	.67***	.68***
Machiavellian Personality		.07	.09
Spiritual leadership × Machiavellian Personality			−.21**
R^2	.44***	.44	.49***
$\triangle R^2$	.44***	.01	.04***
F	42.36	36.63	38.17

Note: N = 330 * indicates P < 0.05,** indicates P < .01, and *** indicates P < .001

In the fourth step, optimism was taken as the dependent variable, spiritual leadership, Machiavellian Personality, and the product of spiritual leadership and Machiavellian Personality were set as independent variables, and the third regression analysis was conducted together with optimism.

It can be seen from table 4 that in Model 3, after regression analysis of the product term of spiritual leadership and Machiavellian Personality with optimism, β value is .21 (p < .01), indicating that Machiavellian Personality plays a successful and significant role in regulating the relationship between spiritual leadership and optimism.

From Fig. 2, it can be proved that Machiavellian Personality plays a moderating role between spiritual leadership and optimism. It can be seen from the figure that the slope of grid lines of people with high Machiavellian Personality is higher than that of people with low Machiavellian Personality. Therefore, high Machiavellian Personality has a strong impact on the impact of spiritual leadership on optimism, while low Machiavellian Personality has a weak impact on the impact of spiritual leadership on optimism.
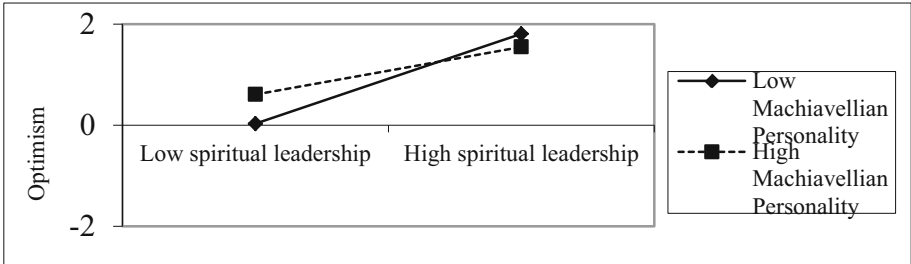
2

0

-2

Optimism

Low spiritual leadership   High spiritual leadership

Low Machiavellian Personality

High Machiavellian Personality

Fig. 2. Machiavellian Personality adjustment effect

5 Conclusions

After a series of research activities, we found that spiritual leadership is very beneficial for organizations. Through the research of this paper, it is hoped that while enriching academic theoretical knowledge, it can increase the significance of daily management of enterprises:

5.1 The Guiding of the Spiritual Leadership

A large number of studies have shown that spiritual leadership can guide employees from the following aspects. (1) Guide employees' mentality. (2) Guide employees to achieve organizational vision. (3) Guide organization members to reach consensus.

5.2 Build the Atmosphere of Optimism Through Spiritual Leadership

According to the results of this study, spiritual leadership can create an optimistic atmosphere in the following aspects. (1) Spiritual leadership creates an optimistic atmosphere by influencing employees' mentality. (2) Spiritual leadership can create a working environment that makes employees feel satisfied spiritually and happy.

5.3 Employee Training

According to the characteristics of Machiavellian Personality, enterprises can focus on the following aspects in the process of operation and management. (1) The enterprise managers should pay attention to the cultivation of the team cooperation, set up a reliable and caring leadership image, and let employees feel that they're working in an environment with low Machiavellian Personality. (2) Enterprise managers should pay attention to the consistency of values. (3) Enterprise managers should pay attention to the use of the personality characteristics of different employees.

5.4 Increase Job Satisfaction

For enterprises, job satisfaction is not only the embodiment of employees' feelings, but also the embodiment of the effectiveness of enterprise management. Therefore, strengthening job satisfaction can be considered from two aspects, namely, enterprise and employee.

(1) From the perspective of enterprise, select leaders who are consistent with the overall corporate philosophy and understand the corporate culture. They can motivate employees from the inside, so they can not only effectively improve the performance of the enterprise, but also gain recognition from employees because they know employees well and are good at developing them. Employees are willing to work under the management of this kind of leaders, and the concern about getting along with the leaders would be less, and the satisfaction degree of the current job will be improved naturally.

(2) From the perspective of employees, different industries or enterprises employ employees who are in line with or willing to accept corporate cultural concepts according to their characteristics, so as to avoid the adverse situation caused by the conflict of values in the work environment. They agree with values of the enterprise and are willing to strive for the vision of the enterprises. During their work, they will adapt to their goals to achieve the same development direction as the enterprise, so as to easily achieve career success, and their recognition and satisfaction about their work will be constantly strengthened in the process of their efforts.

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