

Research on the Influential Factors of the Employees' Occupational Happiness in Middle and Small-sized Private-owned Enterprises

——Take a Middle and Small-sized Private-owned Enterprise in Shanxi for Example

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Abstract: We explore the the main factors which affect the employees' occupational happiness in this paper by the analysis of the existing research results about the employees' occupational happiness, and the interview and questionnaire survey of the employees in Shaanxi Province Jingyang County Self-improvement Flour co., LTD. And then we can get the countermeasures and suggestions to improve the employees' occupational happiness in middle and small-sized private-owned enterprises. With the further deepening of Chinese reform and opening up, the private-owned enterprises have continuously gotten the prosperous development. But at the same time, because its development time is too short, the enterprises' various mechanisms are not very mature. Especially the concern degree for the workers employed by the enterprise is particularly weak. While the talents is one key element which decides the fate of an enterprise. Therefore, in order to achieve the win-win situation of enterprises' interests and employees' rights the research on the influential factors of the employees' occupational happiness in middle and small-sized private-owned enterprises is imminent.

Introduction

At present the research on the happiness can be subdivided into the subjective happiness, the occupational happiness and so on. Among them, the subjective happiness has always been a hot topic in the field of happiness research. While the research on the occupational happiness, especially the researches on the occupational happiness in middle and small-sized private-owned enterprises are still few.

The Concept Definition of Occupational Happiness. The research on the occupational happiness has been carried on gradually with in-depth exploration of happiness and the development of the social psychology. Horn thinks that the so-called occupational happiness is the individual' s overall evaluation related to all aspects of the work. Among them it refers to the five aspects, including emotion, motivation, cognition, behavior and health of body and mind. While the vast majority of domestic scholars believe that the occupational happiness is people's subjective happiness in the work (The subjective happiness refers to people's subjective judgment and evaluation of the present state on their own life. And it reflects the satisfaction with life). In general, the occupational happiness refers to the positive emotions and satisfaction caused by the evaluation from all aspects related with the work and the self-realization needs. It not only includes

people's subjective happiness experience but also contains people's satisfaction degree of psychological demand for realizing their own value.

Theoretical Research Present Status of Occupational Happiness. With a series of studies on the happiness its classification also gets gradually meticulous. People generally divide the happiness into the subjective happiness, the psychological happiness, the occupational happiness and so on. Next we mainly do the research on the occupational happiness. Throughout the theoretical research results of the influential factors of the whole occupational happiness, the influential factors can be roughly divided into three aspects, the personal factor, organizational factor and family factor. We will describe them respectively as follows.

1.The Personal Factor. People's inner psychological and personality roughly have the same effect on the happiness. Studies have shown that each person's psychological endurance and personality also influence his occupational happiness. When the employees have the extroversive characteristic, it will make them be able to deal with the relationship with people when they face the problems in the work or the superior and subordinate, and colleagues at work so as to gain higher occupational happiness. Emotions and intelligence are also the important influential factors. There are also a certain inevitable links between the two. Generally the people with high intelligence can better control their own emotions. They will not have major mood swings. Such employees often can feel the higher occupational happiness. Because the people with high mood and intelligence can perceive all kinds of positive and negative emotions in the work more quickly so that they can adjust their own states according to these. Secondly, the people with high mood and intelligence can establish good relationships with the people around them so as to get more enjoyable experience in the work. In the end, the people with high mood and intelligence can adjust in time when they face various difficult and unpleasant things in the work, face the problem directly and look for the solving ways actively.

2.The Organizational Factor. The works are mostly in the organization. Eventhough the freelancers they cannot deal with the things without the organization related with the business. The researches show that when the employees can establish a good and rapport relationship with the colleagues around them, and the superior and subordinate it is equivalent to have a good working atmosphere. And it can greatly enhance the employees' organization belonging so as to enhance their occupational happiness. Income salary is an index with the most concern among employees in an enterprise. When the salary given by the enterprise conforms to their own phychological expectations, people will gain greater security and stronger occupational happiness. And the benefits given by the enterprise will affect the employees' belonging sense for the enterprise. If the benefits are high, the employees' organization belonging is strong. When the employees have the higher requirements on the work done by themselves but have the lower control ability on work, and the surrounding environment has the lower approval rate, they will face greater work pressure and even affect their mental health. This must reduce their occupational happiness.

3. The Family Factor. Family is an indispensable part in everyone life, even it is the source of motivation which we go into the enterprise to work. Thus, the family happiness or others has the significant influence on everyone's work and life. The researches suggest that if an employee has experienced the misfortuned marriage or is unable to effectively adjust the contradiction between work and family, it will largely increase the pressure in the work, and even he will become depressed, greatly reduce the occupational happiness. But if the family members can better understand and support the employee, when the employee meets a bottleneck in his work they can give the comfort to make the employee put into his work without fear of an attack from the rear.

Then the employee's work efficiency will be improved, and he will have a better chance to realize self-development so that he can get stronger occupational happiness.

The Case Analysis about the Influential Factors of the Employees' Occupational Happiness in Middle and Small-sized Private-owned Enterprises

Case Enterprise Introduction. Shaanxi Province Jingyang County Self-improvement Flour co., LTD is the leading enterprise of flour processing by attracting investment from Jingyang county people's government. Company was founded in 1998. It is located in the Qichuan hinterland with eight hundred kilometers, at the 208 provincial highway with 36 kilometers. It is 5 kilometers away from Xiantong railway. It is 35 kilometers from the provincial capital, Xi'an. Highway and railway crisscross and the transportation is very convenient. The company covers an area of 14000 square meters. There are 65 employees. Among them there are 10 senior and middle managerial staff. The company has more than 80 million existing assets. And it has a production line with 450 tons senior nutritional special powder and a production line with 450 tons graded flour for day processing wheats. It processes 180000 tons wheats yearly. The production workshop adopts PLC computer full automatic control to fully realize the man-machine dialogue so as to ensure the stability of product quality. The production process adopts the advanced medium extraction technology in the domestic. It has the advanced experimental grinding and perfect quality control means in the domestic and foreign countries. In 2008 it was rated as the advanced units of agricultural industrialization leading enterprises in Shanxi Province and agricultural industrialization leading enterprises in Xianyang City by the people's government from Shanxi Province and Xianyang City. In the same year it was rated as the consumers' preferred brand by 3.15 consumer association in Shanxi Province. It was rated as the famous brand in Shanxi Province and Xianyang City by the General Administration for industry and Commerce from Shanxi Province and Xianyang City. It has been rated as AA grade credit enterprise by the agricultural development bank in Xianyang City in successive years. It has been rated as the advanced enterprise by the people's government from Xianyang City and Jingyang County for many years.

The Present Status of Occupational Happiness about Case Enterprise. Psychological happiness and physical happiness refer to the employees' the psychological and physical feelings in the process of work because of the influence of pressure. It can show the employees' happy, cheerful and comfortable degree in the organization. And it reflects the employees' overall level of happiness in the enterprise.

By the survey of internal staff in Self-improvement Flour co., LTD, we find that the present state of their career happiness can be shown in following several points.

First, young and middle-aged workers' occupational happiness degree is the lowest. The survey has found that the employees with the age of 26-35 have the lowest occupational happiness, and it is 12%. The employees under 25 years old have just set foot on jobs and still haven't faced too much pressure, so the occupational happiness is slightly higher relatively. Its proportion is 23%. And the employees with the age of 36-45 generally have passed the difficult period of occupational development, and their lives gradually have stabilized, so the occupational happiness has been improved and it is 45%. The employees over the age of 46 have the highest occupational happiness. The specific data is 71%. That is to say, more than a half of them feel satisfied with their working life.

Second, the enterprise happiness level of highly educated employees is relatively higher. Because the investigated enterprise is county-level enterprise. There are fewer people with doctor degree. The proportions of these groups of people with the master degree or above, bachelor degree, college degree, high school degree or technical secondary school degree, junior middle

school degree and below who feel the happiness are 79%, 55%, 49%, 41%, 34% and 30% respectively. Therefore, on the whole, the higher the educational level is, the higher the occupational happiness is.

Third, the enterprise happiness level of male employees is slightly higher than the female employees. Seen from the investigated results, the enterprise happiness level of male employees is generally higher than the female employees. The data show that the proportions of men who feel happiness is 68% and the proportions of women is 54%. The difference of the two is 14%. Especially in terms of psychological happiness, the gap is especially significant.

Fourth, the enterprise happiness level of married employees is relatively high. The happiness of married employees is the highest and it is 63%. Followed by the married employees is the unmarried employees, the proportion of them is 48%. And the enterprise happiness of the divorced, widowed, and other employees is the worst, and the proportion is 30% in the showed data.

Fifth, the enterprise happiness level of employees with less children is relatively high. Due to the large family economic pressure and child-rearing pressure the enterprise happiness of employees with two or more children is the lowest and it roughly accounts for 35%. The employees with one child has the middle level of enterprise happiness. And the proportion is 57% in the showed data. And the employees without children has no child-rearing pressure and the leisure time is abundant, what's more, they have good relationship with others. Therefore, the enterprise happiness level of them is the highest. And the proportion is as high as 30% in the showed data.

The Analysis on the Influential Factors of Case enterprise Employees' Occupational Happiness

By the employees' interview and questionnaire in the Self-improvement Flour co., LTD, we have concluded that the main influential factors of occupational happiness include the personal work factor, economic factor, family factor, personal development factor, health factor, living conditions and human relationship. There are the investigated sample structure table and the analysis on the influential factors of occupational happiness below.

The Concrete Structure of investigated Sample.

Table 1 The structure table of sample

	Classification	Number of people	Proportion		Classification	Number of people	Proportion
Sex	male	30	75%	the elderly people who need to care for	no	8	20%
	female	10	25%		one	4	10%
Age	Age of 25 and below	2	5%	working time	two	17	42.50%
	Age of 26-35	13	32.50%		More than two	11	27.50%
	Age of 36-45	20	50%		Under One year	1	2.50%
	Age of 46-55	4	10%		1 year-5 years	4	10%
	Age of 56 and above	1	2.50%		6-10 years	12	30%
The educational degree	Junior middle school degree and below	2	5%		10-15 years	14	35%
	Junior middle school degree	5	12.50%		15-20 years	6	15%
	Senior high school	16	40%		More than 20 years	3	7.50%

	degree, or Technical Secondary school degree						
	College degree	10	25%	job hierarchy	general employees	21	52.50%
	Bachelor degree	7	17.50%		low-level managers	11	27.50%
	Master degree or above	0	0%		middle-level managers	5	12.50%
					high-level managers	3	7.50%
About marriage	married	33	82.50%	monthly salary	Under 1500 yuan	1	2.50%
	unmarried	3	7.50%		1501-3000 yuan	6	15%
	other	4	10%		3001-4500 yuan	22	55%
About children	no	3	7.50%		4501-6000 yuan	7	17.50%
	one	15	37.50%		above 6000 yuan	4	10%
	Two or more than two	22	55%				
About housing	Having their own houses	37	92.50%				
	No their own houses	3	7.50%				

Seen from the table above, the employees who are married, and have the children, and have their own houses in the Self-improvement Flour co., LTD have the majority. What's more, the common cultural level of them is not high. Therefore, in the survey study there may be some data deviation about the investigation of relatively young and unmarried employees' occupational happiness. In order to make up for this loophole, we need to refer to the existing data of the survey study on the young people's occupational happiness given by the domestic and foreign scholars. Through these more real and reliable data, combined with the the survey study in this paper, we will make the thesis be more accurate and reliable and have more reference value.

The Countermeasures of Improving the Employees' Occupational Happiness in Middle and Small-sized Private-owned Enterprises

Set up Scientific and Incentive Salary Welfare System. Seen from the survey results, the economic factor is an important factor which affects the employees' occupational happiness. Therefore, if the enterprise wants to get a better job performance, and improve the employees' occupational happiness actually, it must establish a salary system and welfare treatment which can make the employees feel fair and reasonable.

First, the enterprise's salary system must guarantee the fairness and use dynamic management to consider the employees' job performance as the main evaluation criteria and speak with their performances, and uphold the principle of "more pay for more work". Second, the enterprise's salary system must be incentive and be able to stimulate the employees' work enthusiasm. The enterprise can set up the different incentive policies according to the employees with different positions. For example, it provides a certain amount of housing subsidies, food subsidies, and so on. In addition, maslow's Needs-Hierarchy Theory tells us that people usually pay more attention to the realization of self-worth. Therefore, in addition to providing a certain amount of material rewards for the employees, it should pay more attention to the spiritual incentives. As for the welfare system, because each employee's needs are not identical, the enterprise needs to establish the different targeted welfare systems provide the opportunity to choose for each employee.

Establish a Fair and Effective Performance Appraisal System. The employees feel whether they get the fair and square treatment in the enterprise has a direct influence on whether they feel happiness in the enterprise, even has a direct decision on whether the employees want to have a long-term stay in the enterprise. Therefore, when the enterprise gives a performance appraisal to the employees, the enterprise must adhere to the fair and just principle, and the concrete index of the performance appraisal must be transparent. For the employees with different positions, the enterprise makes the different performance indexes to do a regular examination. Then the enterprise makes the examination results be directly linked to the employees' salary. So the employees will not doubt the enterprise's performance appraisal system, and they can establish a certain sense of trust for the enterprise so as to put more energy on the work and improve the work efficiency to create more wealth for the enterprise. What's more, when the employees can feel fair in the enterprise, the sense of belonging to the enterprise will be strengthened, and the employees will deeply feel the pride as a molecular in the enterprise and greatly improve the occupational happiness.

Provide a Certain Development Space for the Employees. With the continuous development of social economy and science and technology, the competition between the enterprises also has grown continuously. In order to maintain its core competitiveness in the market, the enterprise also has more and more strict requirements on the talents. Therefore, according to its own strategic target, the enterprise is necessary to combine with the own situation of employees to make a detailed career planning for them, and train the employees on a regular basis. Through these trainings with different targets the employees' working skills is enhanced, so it can make the employees work more easily and efficiently. According to maslow's Needs-Hierarchy Theory, everyone has the need to realize personal value. Therefore, the enterprise should know the employees' personal pursuits, and combined with the enterprise's development goals, the enterprise makes a career planning for the employees which not only meets the demand of enterprise and conform to the personal pursuit. In this way, the employees will find that working in the enterprise is no longer just a job, but they will consider it as a meaningful thing to realize their personal value. Such when the employees are working they will go all out at work and have fun so that the occupational happiness gets a great ascension.

Provide a Good Working Environment for the Employees. The enterprise's working environment generally is divided into two parts. For one part, it is the hardware facilities provided by the enterprise, such as the office equipments, the equipments at the gym, restaurant food quality and so on. And for the other part, it is the inner environment of the enterprise, such as the interpersonal relationship between the colleagues, the relationship between the supervisor and the subordinate, the enterprise culture and so on. If the enterprise can create a sweet and comfortable, and energetic working environment, the employees' occupational happiness will get improved, so the work efficiency will become higher. Because, first of all, if people work in such an environment, each person's body and mind will keep the comfortable with the maximum level. And their work will have been at their best states, and the work potential will get the maximum play. Second, the employees feel the concern from the enterprise by this kind of good working environment and enhance their enterprise belonging sense. In this way it can greatly improve their work enthusiasm, and make them work more harder. And make sure that the occupational happiness gets promoted when they create more wealth for the enterprise.

Make the Regular Psychological Counseling on the Employees and Make the Balance of the Relationship between Work and Family. Family is an indispensable part in everyone life, even it is the motivation and the support which everyone participates in the work. If you have a harmonious

family environment, the employees can put into the work with hassle-free life much more. Therefore, the enterprise must have proper knowing for each employee's family life, not just ask the employees to put their energies in the work. First of all, the enterprise can give each provide a proper family welfare for every employee. For example, when the other half of a employee has job trouble and there are suitable vacancies in the enterprise, the enterprise can help the employee solve the work problem of the other half. And I will give you another example. When we know there are has the old man need to be supported or the children need to be raised in the home of the employee, the enterprises can offer a certain family subsidies. Next, the enterprise should pay attention to the employees' family situation. When the employee has a family member to have a birthday, the enterprise can bless them with small gifts. When the enterprises do more about the things like these, the employees can deeply feel the care from the enterprise so as to strengthen the sense of belonging to the enterprise. In this way the occupational happiness must be improved.

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