

Chinese Employee Attitudes

—The Results of Beijing, Shanghai, and Harbin Research—

ABSTRACT

This paper reports the results of questionnaire survey of Chinese employee attitudes. The survey was conducted in the Chinese cities of Beijing, Shanghai, and Harbin in 1998. A total of 600 questionnaires were distributed and 540 valid questionnaires were collected (response rate is 90.0%). The average age of the sample is 35.18 years old and sixty percent is married. The sex ratio is 50 : 50 and half of them are university graduates. Their occupations are specialist, government official, factory worker, service worker, and sales clerk.

Questions were asked concerning their value system, beliefs, thoughts, satisfaction, attitudes towards their company and its policy, relationships between the supervisor and co-workers, etc..

It was found that Chinese employees intend to work at the same company for more than 7 years, but at the same time if they were offered a better position, they are willing to change their jobs. They respect their supervisors and have loyalty to them, but they seldom visit their supervisor's home. When they have private problems concerning their jobs, they consult supervisors. They think that group decision making is better than individual one, and creative ideas come from group working rather than individual working. They expect layoffs when economic conditions become bad. They are satisfied with their family and friends, but they feel problems between their job and family life.

Key Words: Chinese, employee, attitudes