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Understanding the Work Values of Chinese Employees

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ABSTRACT

This study aimed to explore work values in Mainland China. A total of 1,155 Chinese employees participated in this study by filling out questionnaires. Data was analysed using factor analysis, analysis of variance, and regression. Results showed that Chinese employee emphasized social harmony and self-realization the most, followed by prosperous development and material conditions. There were substantial relationships between work values and gender, age, hierarchical levels, and organizational performance. However, tenure and organizational size had no significant effect on work values.

KEYWORDS

Work Values, Chinese, Employee, Collectivism, Social Harmony

Cite this paper

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