

Insecure, but Satisfied and Committed

The Influence of Household Registration upon Temporary Employees in Chinese State-owned Enterprises

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Abstract

This research studies the influence of Chinese institutional configurations in terms of the household registration and the social welfare systems upon temporary employees' job insecurity and its consequences: job satisfaction, organizational commitment, and work commitment in the state-owned enterprises. Based on a survey from six enterprises, the research found that rural registered temporary employees had significantly higher job insecurity than their urban registered counterparts. Due to the fact that rural registered residents get less social welfare and support, the research concludes that the strength of social welfare and support has a negative relationship with job insecurity. This contributes to the literature from the cross-country level to intra-country level. Unlike previous studies, the research did not find any difference between those employees in job satisfaction, organizational commitment, and work commitment. Therefore, the research suggests that the equality of institutional configurations in terms of social welfare and support is fundamental to job insecurity; the equality intermediates the consequences of job insecurity. The unequal institutional configuration is key to understanding job insecurity in Chinese temporary employment.

Keywords: job insecurity, organizational commitment, work commitment, job satisfaction, temporary employee, household registration, social welfare, state-owned enterprise, China

Introduction

The Chinese state-owned enterprises (SOEs) have made remarkable contributions to China's employment. For example, about a quarter of urban employees worked in SOEs in 2012 (National Bureau of Statistics of China, 2012). However, while in the past when most employees were permanent, temporary employment has greatly increased. The All-China Federation of Trade Unions (2013) reported that subcontractors, a kind of temporary employee, accounted for 20% of overall SOE employees in 2010. Another report by the Guangzhou Branch of the Trade Unions and the Guangzhou Municipal Party Committee (2010) stated that in Guangzhou, the largest city in south China, two SOEs, a ship manufacturer and a mobile service provider respectively, had 7700 and 2700 subcontractors accounting for 55% and 72% of their overall employees. Because of this rapid growth, this research studies temporary employment in the Chinese SOEs.

The research first of all focuses on temporary employees' job insecurity. Job insecurity is an employee's perceived risk of loss of the job and the employee's perceived severity of the loss (Ashford, Lee, & Bobko, 1989; Greenhalgh & Rosenblatt, 1984). It can cause poor job performance, increased job withdrawal, and even health problems (Cheng & Chan, 2008; Greenhalgh & Rosenblatt, 2010; Sverke, Hellgren, & Näswall, 2002). Hence, understanding job insecurity can help for both the organization and the individual. König, Probst, Staffen, and Graso (2011) and Debus, Probst, König, and Kleinmann (2012) found that job insecurity was negatively linked to social welfare and other forms of social support: employees from a country with better social welfare had less job insecurity. Can this cross-country finding be applied within one country, namely China? In China, not all employees have equal access to social welfare and support; the household registration ('*Hukou*' in Chinese) system fundamentally decides who has access. Urban registered employees get markedly more benefits than their rural registered counterparts (Cheng, Guo, Hugo, & Yuan, 2013). Thus, focusing on the Chinese SOEs, using the data from a work attitude survey, this research studies whether there is a difference in job insecurity between the urban and the rural registered temporary employees, examining whether the cross-country findings by König et al. (2011) and Debus et al. (2012) can be applied to an intra-country situation.

Second, the research focuses on the consequences of job insecurity: job satisfaction, organizational commitment, and work commitment. Previous studies found job insecurity had negative relationships with job satisfaction and organizational commitment (Ashford et al., 1989; De Cuyper & De Witte, 2007; De Witte, De Cuyper, Handaja, Sverke, Näswall, & Hellgren, 2010; Reisel, Probst, Chia, Maloles, & König, 2010; Sverke et al., 2002). Based on these findings, it could be assumed that higher job insecurity causes lower work commitment. Therefore, after comparing the difference of job insecurity, this research also analyses whether that difference (if any) leads to any difference of job satisfaction, organizational commitment, and work commitment.

On the basis of that comparison, the research finally discusses the influence of the strength and equality of institutional configurations in terms of social welfare and support upon job insecurity and its consequences.

Literature Review and Hypothesis Development

For over half of a century, Chinese residents have not had equal opportunity to work in SOEs or access to social welfare. Both have been fundamentally decided by peoples' household registration which classifies them as urban or rural registered residents. As noted by Whyte (2010), the main economic purpose of institutionalizing the household registration system was to power urban industrialization; the rural areas were seen primarily as a source of low-cost agricultural products to support industrialization. Thus, the household registration system was introduced in the late 1950s to entitle urban registered residents the priority of accessing urban-based industrial jobs and social welfare (Bian, 2002; Liu, 2005; Whyte, 2010).

Regarding access to industrial jobs, before the 1980s' reform, while urban registered residents had the priority, especially to jobs in the SOEs, the rural registered residents were only entitled to work as farmers in the agricultural sector (Chan, Madsen, & Unger, 1992; Whyte, 2010). Only since 2000 have some changes been made to enable rural migrants to work more easily in the cities. As Solinger (2006) noted, in 2003 the State Council issued a directive stating that rural migrants have a "legal right" to work in the urban areas, prohibiting employment

discrimination based on household registration. However, the access to SOE jobs is still restricted because of tradition and the pressure from some urban employment policies.

Regarding social welfare, China has not established a system equally covering urban and rural registered residents. Mainly through the SOEs and the state administered organizations, the urban registered residents have been provided with a broad range of heavily subsidized benefits such as housing, pension, education, and health care. In contrast, the rural registered residents have had difficulties in accessing these urban-based benefits. For example, for years, housing, poverty relief, unemployment insurance, social activities for the communities, and public transportation only benefit urban residents (Liu, 2005; Solinger, 2006; Whyte, 2010). Although schooling and health care benefits are equally available to rural registered people today, that most of these resources are located in urban areas makes access by rural registered people difficult (Hannum, Wang, & Adams, 2010; Liu, 2005; Lu, 2010; Yip, 2010). For rural registered people working in the urban areas, there is almost no long-term planning on education, training, housing, health care or other forms of social support (Smith & Pun, 2006).

Since an urban registration can lead to greater benefit, the transfer from the rural to the urban registration has been restricted by setting up quotas and other regulations (Bian, 2002; Chan et al., 1992). As a result, most of the rural registered people who move to urban areas in search of work cannot change their household registration: they become an underclass (Solinger, 2006; Whyte, 2010). Although the Labour Law protects equality, it lacks punitive measures for non-compliance. The devolution of authority to local government for interpretation and enforcement also dilutes implementation (Frenkel, 2001). Do these unequal institutional configurations lead to any difference in job insecurity between urban and rural registered temporary employees working in the SOEs?

Borg and Elizur (1992) empirically found that, in Germany, providing more social support contributed to reducing job insecurity. Further, König et al. (2011) found more negative reactions to job insecurity from the working students who were from the United States of America (USA), a country with relatively weak social support, compared with those from Switzerland, a country with relatively strong social support. Later, Debus et al. (2012), using adult population data drawn from 24 countries (except China), found that employees in countries providing weaker social support had more negative reactions to job insecurity. Since China's institutional configurations provide poorer social welfare and support to the rural registered employees, the first hypothesis is proposed.

Hypothesis 1: Rural registered temporary employees have higher job insecurity than urban registered temporary employees in the Chinese SOEs.

Job insecurity was considered to be negatively related to its consequences in terms of job satisfaction and organizational commitment (Ashford, Lee, & Bobko, 1989; Sverke et al., 2002). Ashford et al.'s survey in the northern USA and Reisel, Probst et al. (2010)'s survey of part-time MBAs in the Southwest and West coast of USA found that job satisfaction was negatively related to job insecurity. As the Chinese rural registered employees are assumed to have lower job insecurity, the following hypothesis is therefore proposed.

Hypothesis 2: Rural registered temporary employees have lower job satisfaction than urban registered temporary employees in the Chinese SOEs.

Ashford et al. (1989)'s survey in the USA and De Cuyper and De Witte's (2007) survey in Belgium found that higher job insecurity led to reduced organizational commitment. Thus, the following hypothesis is proposed.

Hypothesis 3: Rural registered temporary employees have lower organizational commitment than urban registered temporary employees in the Chinese SOEs.

Rural registered temporary employees, who are assumed to be less secure and less satisfied with their job, and who are assumed to be less committed to their employing organizations, might feel more frustrated with their work in terms of benefits, trust, employer-employee relationships, sense of attachment, and lower position. Therefore, the following hypothesis is proposed.

Hypothesis 4: Rural registered temporary employees have lower work commitment than urban registered temporary employees in the Chinese SOEs.

Research Method and Data Collection

Data used in this research are from a work attitude questionnaire survey conducted by the author in 2007. The survey was conducted in six SOEs located in five cities across four provinces in the East and Northeast of China, covering banking, construction, property, hotel, and power generating industries. All the participating companies and respondents have agreed that their data can be used for research purposes with guaranteed anonymity. Only data relevant to the research subjects have been used; 96 samples have been analysed.

Besides self-designed questions, the questionnaire adopted some questions from previous surveys. For instance, the questions about job satisfaction were from the 1998 Workplace Employee Relations Survey (cited from Cully & Woodland, 1998). Some of the adopted questions were modified to suit the Chinese context. The questionnaire contained three types of questions. (1) Agreement questions. For instance, "I always worry about losing my job". By using a Likert scale method, the degree of the respondents' agreement to the given statements was tested. Five values were given from -2 to 2 respectively representing from strongly disagree to strongly agree. T-test with 95% confidence was employed. (2) Ranking questions. For instance, regarding the likely reasons for job insecurity, the respondents were asked to rank the top three most important factors with value 1, 2 and 3 from the given items: household registration, employment contract type, educational background, practical skill, professional qualification, working experience, personal reasons, labour market, economy, and industrial situation. Unranked factors were equally treated as value 4. (3) Multi and single choice questions. For instance, regarding the difficulties for finding a job, the respondents were asked to choose three most likely factors from the given items including household registration, professional and educational qualifications, working experience, and market reasons, etc. Frequency technique and chi-square test were employed for the last two types of questions.

As the survey was conducted in the Chinese language, the back translation methodology (Brislin, 1980) was used between two bilingual Chinese postgraduate students and the author. The rectified Chinese version was then used in the pilot. Staff from the human resource management (HRM) departments of two of the SOEs participated in pilot runs and small modifications were made as a result. The data from these pilots were excluded from the final data.

The respondents were volunteer employees who had no managerial work titles. The author adopted a modified group-administered questionnaire method. On each survey site, the questionnaires were given to all respondents together in a meeting, during which the author simultaneously explained each question. Then, the respondents were asked to take the questionnaires away and to return the anonymous completed questionnaires to a sealed box

within the following three days. It gave the respondents more time to think through the questions and minimized the possible interaction amongst the respondents in the meeting, encouraging them to express their genuine attitudes.

As shown in Table 1, the data contained 72 urban and 24 rural registered temporary employees, reflecting urban resident’s priority of working in the SOEs. Most of them were under 35 years old without trade union membership. The rural registered temporary employees had slightly higher female representation; most of them had no higher educational qualifications.

Findings

Job insecurity

To measure job insecurity, the respondents were asked to evaluate: “I always worry about losing my job”. T-test found the rural group (M = 0.63, SD =0.97) showed significantly higher worrying than the urban group [M = -0.10, SD = 1.05, t (94) = -2.97, p <0.05].

Table 1: Descriptive analysis of data

	Female	Age 35 and below	Education below college	Marital	Parental	Trade union membership
RRTE	41.7%	78.5%	87.5%	37.5%	29.2%	8.3%
URTE	51.4%	87.2%	31.9%	50.0%	30.6%	23.6%

RRTE: rural registered temporary employee; URTE: urban registered temporary employee.

To identify the reasons for job insecurity, the respondents were asked to rank three likely factors from a given list including household registration, employment contract type, educational background and other qualifications, and economic environmental factors. 33.3% rural (N = 24, MR = 37.38) to 2.8% urban registered employees (N = 72, MR = 52.21) considered household registration as one of their top three reasons. Chi-square test found the difference was significant [$X^2(3) = 21.97, N = 96, p < 0.05$]. Further, to identify their difficulties in job-finding, the respondents were asked to choose three most likely factors from the given factors similar to above. 45.8% rural to 5.6% urban registered employees considered their household registration [$X^2(1) = 22.15, N = 96, p < 0.05$]. To confirm the impact of household registration, the respondents were also asked to evaluate: “it would be more difficult to get a job here if I were not urban registered”. T-test found the rural group (M = 1.38, SD = 0.58) had significantly higher scores than the urban group [M = 0.25, SD = 0.95, t (94) = -5.49, p <0.05]. It indicated the significant impact of the household registration upon job insecurity.

The statistical analysis showed the rural registered group had higher job insecurity which was clearly linked to their household registration. Thus, Hypothesis 1 has been tested and found to be true.

Job satisfaction

The respondents were asked to self-evaluate their job satisfaction with the amount of their influence, pay, scope for achievement, and the respect they had. Both groups showed low satisfaction without significant difference in t-test (see Table 2). Thus, Hypothesis 2 has been rejected.

Organizational and work commitment

To measure organizational commitment, the respondents were asked to evaluate “I believe my life is highly connected with the company I work for”. Both the studied groups’ attitudes were between neutral to agree, without significant difference (see Table 2). Further, the respondents were asked the type of company they preferred to work for; most of them (70.8% rural registered employees to 80.6% urban registered employees) chose non-SOEs. Chi-square test did not find significant difference [$X^2(1) = 0.10, N = 96, p = 0.32$]. The two groups showed similar levels of commitment to their employing organizations. Thus, Hypothesis 3 has been rejected.

Table 2: T-tests for job satisfaction, organizational commitment, and work commitment

Questions and statements	Household registration	N	Mean	SD	t	df	p																																																								
Satisfaction with the amount of influence	URTE	72	-0.01	0.85	-0.47	94	0.64																																																								
	RRTE	24	0.08	0.97				Satisfaction with pay	URTE	72	-0.22	0.98	-0.40	94	0.69	RRTE	24	-0.13	1.15	Satisfaction with the scope for achievement	URTE	72	-0.01	0.88	0.69	94	0.49	RRTE	24	-0.17	1.09	Satisfaction with the respect	URTE	72	0.14	0.91	-1.08	94	0.28	RRTE	24	0.38	0.97	Work always first	URTE	72	0.82	0.89	-0.29	94	0.77	RRTE	24	0.88	0.45	My life is highly connected with the company	URTE	72	0.96	0.78	0.45	94	0.65
Satisfaction with pay	URTE	72	-0.22	0.98	-0.40	94	0.69																																																								
	RRTE	24	-0.13	1.15				Satisfaction with the scope for achievement	URTE	72	-0.01	0.88	0.69	94	0.49	RRTE	24	-0.17	1.09	Satisfaction with the respect	URTE	72	0.14	0.91	-1.08	94	0.28	RRTE	24	0.38	0.97	Work always first	URTE	72	0.82	0.89	-0.29	94	0.77	RRTE	24	0.88	0.45	My life is highly connected with the company	URTE	72	0.96	0.78	0.45	94	0.65	RRTE	24	0.88	0.80								
Satisfaction with the scope for achievement	URTE	72	-0.01	0.88	0.69	94	0.49																																																								
	RRTE	24	-0.17	1.09				Satisfaction with the respect	URTE	72	0.14	0.91	-1.08	94	0.28	RRTE	24	0.38	0.97	Work always first	URTE	72	0.82	0.89	-0.29	94	0.77	RRTE	24	0.88	0.45	My life is highly connected with the company	URTE	72	0.96	0.78	0.45	94	0.65	RRTE	24	0.88	0.80																				
Satisfaction with the respect	URTE	72	0.14	0.91	-1.08	94	0.28																																																								
	RRTE	24	0.38	0.97				Work always first	URTE	72	0.82	0.89	-0.29	94	0.77	RRTE	24	0.88	0.45	My life is highly connected with the company	URTE	72	0.96	0.78	0.45	94	0.65	RRTE	24	0.88	0.80																																
Work always first	URTE	72	0.82	0.89	-0.29	94	0.77																																																								
	RRTE	24	0.88	0.45				My life is highly connected with the company	URTE	72	0.96	0.78	0.45	94	0.65	RRTE	24	0.88	0.80																																												
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	RRTE	24	0.88	0.80																																																											

RRTE: rural registered temporary employee; URTE: urban registered temporary employee.

To compare their work commitment, the respondents were asked to evaluate: “work is always first”. Both groups’ scores were between neutral and agree; they did not show significant difference in t-test (see Table 2). Further, chi-square test could not find any significant attitudinal difference in the other two indicative factors: expected retirement age [see Table 3; $X^2(5) = 4.95, N = 96, p = 0.42$] and overtime working [see Table 4; $X^2(4) = 4.10, N = 96, p = 0.39$].

Table 3: Expected retirement age

	Below 45	45-50	51-55	56-60	61-65	Above 65
RRTE	20.8%	25.0%	20.8%	0.0%	20.8%	12.5%
URTE	19.4%	27.8%	23.6%	9.7%	8.3%	11.1%

RRTE: rural registered temporary employee; URTE: urban registered temporary employee.

Table 4: Attitude towards overtime working

	Totally own choice – don't mind working long hours	Only partly through choice – sometimes work long hours reluctantly	Most of the time work long hours reluctantly	Always work long hours reluctantly
RRTE	20.8%	50.0%	20.8%	4.2%
URTE	31.9%	48.6%	15.3%	4.2%

RRTE: rural registered temporary employee; URTE: urban registered temporary employee.

Interestingly, when the respondents were asked to rank their top three reasons for overtime working from the given personal factors, workplace management factors and etc., chi-square test found the rural group showed significantly higher concern on financial reason [37.59% rural to 11.2% urban employees, $X^2(3) = 13.59$, $N = 96$, $p < 0.05$]. This might indicate that their unfavourable social welfare and support caused their financial concern, therefore, not only leading to their higher job insecurity, but also to their hard work so that they could keep their jobs, hence to maintain the income. This might stop their work commitment dropping low. The analysis could not find any difference in work commitment between the two studied employee groups. Therefore, Hypothesis 4 has been rejected.

Discussion and Contribution

The research first contributes to expand the findings by König et al. (2011) and Debus, Probst et al. (2012) from cross-country level to intra-country level. At cross-country level, these researchers found that employees from countries with stronger social welfare and other forms of social supports had lower job insecurity. Thus they considered that social support is negatively linked to job insecurity. One of the unique findings of this research is that, within a country that provides unequal social supports to its residents, the residents who get stronger social supports have less job insecurity. It is also in accordance with Borg and Elizur's (1992) empirical findings in Germany that providing more social support contributes to reducing job insecurity.

Looking at temporary employment in the samples of the Chinese SOEs, rural registered employees showed significantly higher job insecurity than the urban registered ones. They had stronger concern on their household registration for job loss; they also had stronger consideration on their registration as one of their top difficulties in job-finding. These findings indicate that the household registration system leads to the difference of job insecurity between the two employee groups.

It is through the integration with the social welfare and support systems that the household registration affects job insecurity. The negative relationship between job insecurity and social support can be explained as "*social support somehow increases the individual's ability to cope with stressful organizational situations by buffering the individual's life outside the organization*" (Greenhalgh & Rosenblatt, 1984, p. 445). In China, the household registration is closely integrated with the social welfare and support systems providing rural registered employees with poorer financial and other forms of support such as less training, employment guidance, and opportunities for industrial jobs. Thus rural registered employees' ability to cope with the stressful organizational and social situations is much lower. This therefore increases their job insecurity.

The research also contributes to the study into the relationship between job insecurity and its consequences: job satisfaction, organizational commitment, and work commitment. The uniqueness of this research is to embed the relationship into institutional configurations.

Previous researchers (Ashford et al., 1989; De Cuyper & De Witte, 2007; Sverke et al., 2002) empirically found that job insecurity was negatively related to job satisfaction and organizational commitment. This research also assumed the negative relationship existed between job insecurity and work commitment. However, even though a significant difference of job insecurity was found between the two studied Chinese groups, the research could not find significant differences in job satisfaction, organizational commitment, and work commitment. Therefore, the previous findings and assumptions can be argued.

Regarding job satisfaction, unlike the findings by Ashford et al. (1989), König et al. (2011), Reisel et al. (2010), and Sverke et al. (2002), this research does not find its negative link with job insecurity in the Chinese temporary employees. De Cuyper and De Witte (2007) and De Witte et al. (2010), based on the survey in Belgian banks, found that the impact of job insecurity on temporary employees' job satisfaction was not as strong as it on permanent employees'. They explained their finding mainly in two ways. First, they assumed temporary employees had lower expectations regarding their employer's obligation to provide job security; second, they assumed that the psychological contract of temporary workers included less relational entitlements. Hence, temporary employees' job satisfaction was less affected by their job insecurity.

In the Chinese case, this research assumes the unfavourable institutional configurations strengthen the rural registered employees' lower expectations and lesser relational entitlements. First, by limiting rural registered employees' access to SOE jobs, the unfavourable configurations lower these employees' statuses in the labour market and the employee-employer relationship, thus respectively strengthening their low expectation and less relational entitlements from their jobs. Second, China is also known for its high power distance culture (Hofstede & Minkov, 2010); this makes it easier for rural registered employees to accept their lower status at work, and thus strengthens their low expectations from their jobs and employers. Hence, even though rural registered employees perceive higher job insecurity, they do not have less job satisfaction due to their lower expectations and status.

Regarding organizational commitment, Ashford et al. (1989) assumed that perceived job insecurity might diminish employees' sense of attachment and responsibility to the organization, and therefore lead to lower organizational commitment. This research also assumed employees' frustration in terms of workplace benefits, positions and employee-employer relation might lower their work commitment. However, these assumptions ignored institutional configurations into which job insecurity was embedded. Previous findings by Ashford et al. (1989), Sverke et al. (2002) and De Cuyper and De Witte (2007) were based on Western countries such as Belgium and the USA which provide their residents with comparatively equal access to social support. However, in China, equal access is not the case. To understand job insecurity and its consequences in China, it is important to understand the inequality of institutional configuration in terms of household registration, social welfare, and other forms of support. On the one hand, the unequal institutional configuration provides rural registered employees with less social welfare and support, leading to their higher job insecurity; on the other hand, this unequal configuration may force rural registered employees to work harder to earn their living, therefore increasing their dependence and attachment to their employing organizations and work. Hence their levels of organizational and work commitment are maintained. This can explain why the rural group did not have lower organizational and work commitment in the Chinese survey. One piece of evidence supporting this explanation is that, in a work commitment indicative question: reasons for overtime working, the rural group showed significantly stronger consideration of financial reason. Further, Wong, Li, and Song (2007) found that 57% of migrant workers (rural

registered employees working in the cities), compared to 18% of urban workers, worked more than 50 hours a week; Li (2008) found almost 40% migrant workers worked more than 11 hours per day. These reflect the link between rural registered employees' work commitment and their unfavourable institutional configurations in terms of social welfare and support. Thus, this research argues that, while poorer social welfare and support cause higher job insecurity, they may not lead to lower organizational and work commitment. On the contrary, they may keep organizational and work commitment at a relatively high level. Therefore, the research suggests that the equality of institutional configurations is a fundamental antecedent of job insecurity; it intermediates its consequences: job satisfaction, organizational commitment, and work commitment.

Conclusion, Implication, and Limitation

The strength and equality of institutional configurations in terms of social welfare and other forms of social support are fundamental to job insecurity. The strength of the institutional configurations is negatively related to an employee's job insecurity: employees provided with stronger social welfare and support has lower job insecurity. The equality of the institutional configurations intermediates the consequences of job insecurity: job satisfaction, organizational commitment, and work commitment. The employees in the lower positions of the social support may not show less job satisfaction and lower organizational and work commitment. Thus, the research has enriched the study into the antecedent of job insecurity and the relationship between job insecurity and its consequences.

At the state level, the research has significant implication for a country such as China. For the last decade, the Chinese state has been reforming its social welfare and household registration systems. On the one hand, increasing social welfare and support can improve employees' job security; on the other hand, improving the equality of social welfare and support between the rural and urban registered employees is fundamental to diminishing the job insecurity gap between them.

The research has two main limitations. First, the survey was conducted in the East and Northeast of China, only covering limited industries. Second, the questionnaire used one single item to measure job insecurity and organizational commitment. Compared to a multi-dimensional method, this global method only measured employees' overall attitudes, thus it might not reflect all the facets of the measured subjects. Thus, for future research, large scale sampling with alternative measurement methods is recommended. As the Chinese state has been improving the coverage and equality of its social welfare system, it would be significant to see if rural registered employees' job insecurity is improving and if the gap between the rural and urban groups is diminishing.

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English Abstract

Insecure, but Satisfied and Committed

The Influence of Household Registration upon Temporary Employees in Chinese State-owned Enterprises

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Abstract

This research studies the influence of Chinese institutional configurations in terms of the household registration and the social welfare systems upon temporary employee's job insecurity and its consequences: job satisfaction, organizational commitment, and work commitment in the state-owned enterprises. Based on a survey from six enterprises, the research found that rural registered temporary employees had significantly higher job insecurity than their urban registered counterparts. Due to the fact that rural registered residents get less social welfare and support, the research concludes that the strength of social welfare and support has a negative relationship with job insecurity. This contributes to the literature from the cross-country level to the intra-country level. Unlike previous studies, the research did not find any difference between those employees in job satisfaction, organizational commitment, and work commitment. Therefore, the research suggests that the equality of institutional configurations in terms of social welfare and support is fundamental to job insecurity; the equality intermediates the consequences of job insecurity. The unequal institutional configuration is key to understanding job insecurity in Chinese temporary employment.

Keywords: job insecurity, organizational commitment, work commitment, job satisfaction, temporary employee, household registration, social welfare, state-owned enterprise, China

German version*

Insecure, but Satisfied and Committed: The Influence of Household Registration upon Temporary Employees in Chinese State-owned Enterprises

Unsicher, aber zufrieden und hörig Der Einfluss der Haushalts-Registrierung auf Zeitarbeiter in chinesischen Staatsunternehmen

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Zusammenfassung

Diese Studie untersucht den Einfluss der institutionellen Rahmenbedingungen in China hinsichtlich der Haushaltsrückmeldungen und des Sozialhilfesystems basierend auf der vorübergehenden Arbeitsplatzunsicherheit der Beschäftigten und entsprechender Konsequenzen: Arbeitszufriedenheit, Bekenntnis zur Organisation und zur Arbeit in staatlichen Unternehmen. Basierend auf einer Umfrage in sechs Unternehmen zeigen die Ergebnisse, dass registrierte ländliche Zeitarbeiter eine deutliche höhere Arbeitsplatzunsicherheit haben als registrierte Zeitarbeiter aus städtischen Regionen. Aufgrund der Tatsache, dass ländliche registrierte Bürger weniger Sozialleistungen bekommen, zeigt die Studie, dass die Höhe der Sozialleistungen einen negativen Zusammenhang mit Arbeitsplatzunsicherheit hat. Diese Ergebnisse erweitern die Literatur von einer cross-country level- hin zu intra-country level-Perspektive. Im Gegensatz zu vorherigen Studien zeigt die Untersuchung nicht, dass Unterschiede zwischen den Arbeitnehmern hinsichtlich der Arbeitszufriedenheit, Bekenntnis zur Organisation und zur Arbeit existieren. Die Studie zieht die Schlussfolgerung, dass die Gleichheit der institutionellen Rahmenbedingungen hinsichtlich der Sozialleistungen einen fundamentalen Einfluss auf die Arbeitsplatzunsicherheit haben. Die ungleichen institutionellen Rahmenbedingungen sind somit ein Schlüssel zum Verständnis der Arbeitsplatzunsicherheit bei chinesischen Zeitarbeitern.

Keywords: Arbeitsplatzunsicherheit, Arbeitsengagement, Arbeitsplatzzufriedenheit, Zeitarbeiter, Haushalts-Registrierung, Sozialleistungen, staatliche Unternehmen, China.

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Spanish Abstract*

Insecure, but Satisfied and Committed: The Influence of Household Registration upon Temporary Employees in Chinese State-owned Enterprises

Inseguro, pero satisfecho y comprometido: La influencia del registro de ocupantes sobre los empleados temporales en las empresas propiedad del Estado Chino

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Resumen

Esta investigación estudia la influencia de las configuraciones institucionales Chinas en términos del registro de ocupantes y de los sistemas de bienestar social en la inseguridad del trabajo de los empleados temporales, y sus consecuencias: satisfacción del trabajo, compromiso con la organización, y compromiso con el trabajo en las empresas propiedad del estado. Basado en un estudio de seis empresas, la investigación encontró que los empleados rurales temporalmente registrados tenían una inseguridad significativamente mayor que los trabajadores urbanos registrados. Debido a que los residentes registrados rurales consiguen menos beneficios sociales y apoyo, la investigación concluye que la fuerza del bienestar social y el apoyo tiene una relación negativa con la inseguridad del trabajo. Esto contribuye a la literatura desde el nivel a-través-del-país hasta el nivel dentro-del-país. A diferencia de estudios previos, la investigación no encontró ninguna diferencia entre los empleados en la satisfacción del trabajo, compromiso organizacional, y compromiso con el trabajo. Por lo tanto, la investigación sugiere que la igualdad de la configuración institucional en términos de bienestar social y apoyo es fundamental para la inseguridad del trabajo; la igualdad atenúa las consecuencias de la inseguridad del trabajo. La desigual configuración institucional es clave para entender la inseguridad en el trabajo de los empleados temporales Chinos.

Palabras clave: Inseguridad del trabajo, compromiso organizacional, compromiso con el trabajo, satisfacción en el trabajo, empleado temporal, registro de ocupantes, bienestar social, empresa propiedad del estado, China.

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Arabic Abstract*

Insecure, but Satisfied and Committed: The Influence of Household Registration upon Temporary Employees in Chinese State-owned Enterprises

غير آمن، و لكن راضي و ملتزم تأثير تسجيل القيد الأسري للموظفين المؤقتين في الشركات المملوكة للدولة في الصين

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المخلص

يدرس هذا البحث تأثير التكوينات المؤسسية الصينية من حيث تسجيل الأسر ونظم الرعاية الاجتماعية على انعدام الأمن الوظيفي وعواقبه: الرضا الوظيفي والالتزام التنظيمي، و الالتزام بالعمل في الشركات المملوكة للدولة. استنادا إلى دراسة استقصائية من ست شركات، وجد البحث ان الموظفين المؤقتين المسجلين في الريف أعلى بكثير في شعورهم بانعدام الأمان الوظيفي من نظرائهم المسجلين في المناطق الحضرية. يرجع ذلك إلى قلة الرعاية الاجتماعية والدعم للقاطنين في الريف، ويخلص البحث إلى أن ازدياد الرعاية الاجتماعية والدعم يرتبطان بعلاقة سلبية مع انعدام الأمن الوظيفي. هذا يساهم في الأدبيات التي تدرس الموضوع عبر البلاد إلى المستوى بين المناطق. على عكس الدراسات السابقة، لم تجد هذه الدراسة أي فرق بين هؤلاء الموظفين في الرضا الوظيفي، الالتزام التنظيمي، والتزام العمل. لذا، يقترح البحث أن المساواة بين التشكيلات المؤسسية من حيث الرعاية الاجتماعية والدعم المتوفر هي أساسية لمعالجة انعدام الأمن الوظيفي. المساواة تجنبنا عواقب انعدام الأمن الوظيفي. و التكوين المؤسسي غير المتكافئ هو المفتاح لفهم انعدام الأمن الوظيفي في التوظيف المؤقت في الصين

الكلمات الدالة: انعدام الأمن الوظيفي؛ الالتزام المنظمي، الالتزام الوظيفي؛ الرضا الوظيفي؛ التوظيف المؤقت؛ التسجيل الاسري؛ الرعاية الاجتماعية؛ الشركات المملوكة للدولة؛ الصين

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Italian Abstract*

Insecure, but Satisfied and Committed: The Influence of Household Registration upon Temporary Employees in Chinese State-owned Enterprises

Insicuri, ma soddisfatti e impegnati: l'influenza della registrazione dello stato civile della famiglia sui collaboratori temporanei di aziende cinesi di proprietà statale

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Abstract

Questa ricerca studia l'influenza dello stato istituzionale in merito alla registrazione dello stato civile e della registrazione nel sistema pensionistico sull'insicurezza temporanea del lavoro e le sue conseguenze: soddisfazione lavorativa, impegno organizzativo e impegno al lavoro in aziende di proprietà statale. Basate su un sondaggio condotto fra sei aziende, la ricerca ha dimostrato che lavoratori temporanei di origine rurale hanno una insicurezza lavorativa molto maggiore dei lavoratori registrati di origine urbana. Questo è causato dal fatto che i lavoratori rurali registrati hanno minore supporto sociale, questa ricerca conclude che la consistenza del supporto sociale ha un impatto negativo rispetto alla percezione di insicurezza sul lavoro. Questo contribuisce alla letteratura da un punto di vista che riguarda tutta la nazione e anche il suo interno. A differenza di studi precedenti, questa ricerca non ha riscontrato differenze rispetto a soddisfazione lavorativa, impegno organizzativo, impegno lavorativo. Quindi la ricerca suggerisce che uguaglianza in merito allo stato istituzionale in relazione al supporto sociale è fondamentale rispetto alla percezione di insicurezza sul posto di lavoro; la uguaglianza di questi aspetti bilancia le conseguenze di insicurezza in merito lavoro. L'ineguaglianza dello stato istituzionale è una chiave a comprendere la percezione di insicurezza in merito al lavoro riguardante l'impiego temporaneo in Cina.

Keywords: [Insicurezza sul lavoro, impegno organizzativo, impegno lavorativo, soddisfazione lavorativa, registrazione dello stato civile, assistenza sociale, aziende di proprietà statale, Cina]

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Chinese Abstract*

Insecure, but Satisfied and Committed: The Influence of Household Registration upon Temporary Employees in Chinese State-owned Enterprises

缺乏工作安全感，却不乏满意度和投入度： 户籍制度对中国国有企业短期合同工的影响

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摘要

本文研究了中国的户籍和社会福利制度对国有企业短期员工的工作不安全感所造成的影响，并进一步研究了由不安全感所引发的工作满意度、组织融入度、工作投入度的变化。本研究通过对六所国有企业的短期员工进行问卷调查，发现农村户籍的员工比城市户籍的员工有更高的工作不安全感。由于中国农村居民享有较少的社会福利和扶助，本文认为社会福利和扶助强度与工作不安全感成反比。这把相关研究中已有的结论从跨国比较领域延伸到了国内人群间的比较。与已有的发现不同，本研究没有发现农村与城市户籍短期员工之间存在工作满意度、组织融入度、工作投入度方面的差别。因此，本文认为：社会福利和扶助制度的平等程度对工作不安全感有决定性的影响，并进一步影响与不安全感相关的工作满意度、组织融入度、工作投入度。不平等的社会福利和扶助制度是理解中国相关问题的关键。

关键词：工作不安全感，组织融入度，工作投入度，工作满意度，短期员工，户籍，社会福利，国有企业，中国

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