

Study on Influencing Factors of Subjective Well-being of Workers in Manufacturing Industry

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ABSTRACT

Strengthening the research on the influencing factors of subjective well-being of workers in manufacturing industry is helpful to adopt comprehensive measures to improve the well-being of industrial workers, enhance the competitiveness of enterprises and promote their better development. This paper attempts to analyze the factors that affect workers' subjective well-being from the aspects of employees themselves, economic income, and enterprise organization.

1. Introduction

Throughout the ages, people are pursuing happiness, and it is because of the desire for happiness that they can promote the development of human society. Especially under the background of the implementation of the strategy of industrial power, the manufacturing industry is in the key stage of transformation and upgrading from manufacturing to creation. It is of great practical significance to stimulate workers' vitality and innovation, enhance the competitiveness of manufacturing market and promote industrial transformation and upgrading focusing on the specific group of manufacturing industry workers^[1]. In practice, it is also necessary to explore the factors affecting workers' subjective well-being from many angles, and actively take comprehensive measures to give full play to the important role of improving workers' well-being. And promote the strategic goal of industrial power faster and better achieved. Based on this, the influencing factors of subjective well-being of workers in manufacturing industry are studied and analyzed.

2. Analysis of the Influencing Factors on the Subjective Well-being of Workers in Manufacturing Industry

Table 1. Main Factors Affecting the Subjective Well-being of Workers in Manufacturing Industry

influencing factor; influence factor	primary coverage
economic income	Salary level, fluctuating overtime, job stability, material base
social support	Wage levels and policies, stable employment security, social insurance
leader style; style of leadership	Respect employees, recognize employees, set an example
Work itself	Working environment hardware, clear division of responsibilities, participation in management authority, working time and pressure
Organizational level	Safe environment, training development, organizational equity
Individual employees	Family motivation, physical and mental health, interpersonal relationships, goal pursuit
Happiness culture	People-oriented, pursuit of harmony, give employees a sense of belonging

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As shown in table 1 above, there are seven main factors that affect the subjective well-being of workers in the manufacturing industry.

2.1 Economic Income

Economic income is one of the important factors affecting the well-being of workers. The essential purpose of people entering enterprises is to obtain high wages, change their current living conditions, and obtain higher economic income. The higher the worker's personal intuitive happiness, as one of the important factors affecting the well-being of workers, especially in terms of salary levels, also has a direct impact on the subjective well-being of industrial workers. However, compared with the white-collar workers in enterprises, industrial workers have the characteristics of low education, lack of professional vocational skills, low willingness to learn, and so on. Their main purpose is to make more money to increase economic income make their families happier, comparing the two pay levels, we can find that there is a big gap. To improve the subjective well-being of industrial workers, we also need to optimize from the aspects of job stability and material security^[2].

2.2 Social Support

Social support, which includes a large number of factors affecting social support, such as employment security, wage policies, social insurance and so on, especially in the area of overtime pay and social insurance, has a relatively high level of concern for industrial workers and has a direct impact on their subjective well-being. Only by perfecting the corresponding policies and regulations at the national level can the vital interests of industrial workers be fundamentally protected. To a certain extent, the leadership style determines the management style of the enterprise. In order to make the factors of production play a full role in the production of the factory, we must do a good job of respecting employees and setting an example.

2.3 Work Itself

Whether the division of responsibilities is clear, after feeling the respect and recognition of the leaders, the employees will be more serious and responsible for the actual work, and then give full play to their subjective initiative in their own work, more efficient and high quality to complete their own work. At the same time, good leadership style helps to create a good working atmosphere and achieve harmonious development between enterprises and employees. participation in man-

agement power, work environment and so on will have a great impact on the individual well-being of workers, here we can compare the factory to a machine, and industrial workers are parts of the machine, to ensure that the machine is efficient and stable, in addition to creating a good working environment, but also to clarify the important responsibilities of each part, and in the production process planning and design, to promote the smooth achievement of practical production objectives, in practice to give industrial workers more platform participation and management opportunities, can help employees find passion in the actual work, And get more satisfaction and happiness from it.

2.4 At the Organizational Level

These factors include, inter alia, organizational equity, a safe environment and training and development. Because industrial workers are based on organizations, they are guaranteed to work in a safe environment, and basic skills and professional quality training and education are strengthened, which can stimulate the vitality and creativity of industrial workers and ensure their happiness. Giving industrial workers more platform participation and management opportunities in practice can help employees find passion in practical work and gain more satisfaction and happiness from it.

2.5 Individual Employees

Individual and personal characteristics of employees are also an important factor affecting subjective well-being, such as: some employees take part in the work with high spirits every day, while some employees do not have any interest in their work. The reason is that there are great differences in personality, growth experience, interpersonal relationship, family motivation and so on. It is also necessary to use positive and effective methods to manage and guide employees scientifically in order to give full play to their enthusiasm and initiative and to towards common goals^[3].

2.6 Happiness Culture

Happiness culture is an important finding in the study of the influencing factors of industrial workers. For example, some employees take part in the work with high spirits every day, while some employees do not have any interest in their own work. The reason is that there are great differences in personality, growth experience, interpersonal relationship, family motivation and so on, subjective well-being, which makes workers lucky. Happiness culture is an important an important finding in the study of the influencing factors of workers' subjective well-being, regards workers' well-being as an effective

construction of promotes it in the form of a common happiness culture.

3 The Model and Application Enlightenment of Subjective Well-being Transmission in Manufacturing Industry

3.1 Mode of Conduction

Manufacturing industry is one of the pillar industries in China, and the number of workers in manufacturing industry is huge, so how to improve the subjective well-being of workers is an important subject. The application of happiness conduction model can effectively improve the happiness of manufacturing workers, not only to improve industrial efficiency, but also to promote social harmony and stability.

The subjective well-being level of industrial workers varies greatly from stage to stage, as follows: (1) In the new stage, the factors that affect the level of the worker's master's well-being after the worker joins the enterprise after the interview, in addition to considerable income and stable employment relationship, it also includes perfect training, reasonable production process, work burden and so on. It is mainly that workers need to take some time to adapt to their own work to enter new jobs, can adapt and do well as soon as possible in the new work environment, and can bring workers great happiness; (2) At the stable stage of development, when industrial workers adapt to the actual working environment and work content, they will pay more attention to the division of responsibilities, performance appraisal, harmonious interpersonal relations, and their own career development plans. It is hoped that enterprises can give considerate welfare and guidance, and the subjective well-being of workers will be further enhanced after meeting these conditions; (3) at the mature stage, industrial workers in this stage are more eager to be respected and valued by leaders and shift their attention to career planning and job promotion^[4].

3.2 Applied Enlightenment

If we want to improve the subjective well-being of workers and promote the transformation and development of manufacturing industry, we can improve the subjective well-being of workers and promote the industrial transformation and development^[5]. Specific measures include: (1) to provide a comfortable working environment and a safe operating environment for industrial workers in the new entry stage, and to establish a scientific salary system for workers in accordance with

the wage levels and policies formulated by the State, and to actively organize new entrants to receive pre-employment training in order to help them master practical work skills and adapt to actual jobs as soon as possible in a relatively short period of time; (2) During the period of stabilization, when industrial workers have adapted to the job content and requirements of their jobs, a more stable employment relationship has been formed by signing contracts, and the pay system has been appropriately adjusted, and even the division of responsibilities and performance appraisal can be incorporated into it, so that industrial workers can receive more substantial economic income, and wages and subsidies are paid according to working hours for overtime; (3) In the period of development, when industrial workers are able to handle their own work well, enterprises want to further stimulate their work vitality, in addition to maintaining a stable employment relationship, but also more concerned about their own development needs, and based on reality to provide industrial workers with scientific and reasonable career planning and guidance, even according to the different positions of workers, to give highly targeted training and education, so that they can take a longer-term career position, for industrial workers with different development needs, but also to provide a broader development platform for the production and development of enterprises to add more support;

4. Conclusion

This paper is based on the study of the influencing factors of subjective well-being of workers in manufacturing industry. With the continuous development of social economy and science and technology, China's manufacturing industry has made great progress and gradually moved towards the direction of independent creation. As the most basic factor of production, the research and analysis of the factors affecting the subjective well-being of industrial workers can provide strong guidance for enterprises to improve workers' well-being, enhance their competitiveness and realize transformation and upgrading. So that workers in different stages of subjective well-being needs can be effectively met, and then promote the manufacturing industry towards a better direction.

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