

Research on the Problems Related to the Life Work Balance and Psychological Health Problem of Chinese Millennial Workers as an Economic View

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Abstract. The majority of workers, the millennial generation, are more likely than workers from other generations to have subjective opinions on their employers, according to the survey. When it comes to employment, Millennial workers prefer the odd job market, where the boss' demands are not imposed, and the ability to switch jobs frequently. They just see employment as a way to make money. As a result, the outdated labour system does not satisfy the requirements of Chinese millennial workers. The three research approaches used in the work are positivism, empiricism, and interpretivism. This essay uses the empirical analysis method of positivism to interview employees of a Shanghai consulting firm about their experiences with work-life balance while performing actual job responsibilities. Their replies to the research suggest that the only way for corporate leaders to better problem-solving is for them to understand their challenges. The findings of this study indicate that there is still much to be discovered regarding millennial "work attitudes" and work-life balance in China. Thus, there are numerous complex topics that call for additional discussion.

Keywords: Life Work Balance; Psychological Health Problem; Chinese Millennial Workers.

1. Introduction

After years of work, socialism with Chinese characteristics has entered a new phase, according to the report of the 19th National Congress of the Party. The greatest inconsistencies in our society today are "the contradiction between the people's increasing yearning for a better life and imbalanced and inadequate development," according to a study [1]. The current major trajectories of social formation and growth in China were sharply highlighted in this dissertation. It should continue to pursue social and economic development while putting an emphasis on the various welfare needs of the populace. Work, or workers participating in the labour market for a market-oriented labour supply, can ensure people's income to maintain a particular material standard of living; life, or people, provides diverse benefits in the life course of modern people. A basic guarantee for population reproduction and the happiness of the family and the people can be provided by engaging in non-market labour, taking advantage of free time, and engaging in leisure activities in the home setting [2]. With their desire for a free and open work environment, higher income, more prospects for professional advancement, and employment that gives them a sense of accomplishment, millennials in their twenties to thirties have progressively entered the mainstream of the labour market.

2. Reasons for Choosing Millennials as Research Objects

The author is the same age as millennials. On the one hand, the author chose the millennial generation in an effort to conduct study into the issues facing his own generation. On the other hand, it goes without saying that millennial workers have experienced reforms and encounters since the day they were born. When you become an adult in the market economy, you comprehend globalisation and utilise the Internet for communication [3]. More than any other generation, millennials are aware of their talents and weaknesses. Consequently, they have a working ideology and are more democratic and disobedient. This generation will be more aware of the need for work-life balance since they care more about themselves and their personal lives than they do for the firm.

3. Millennials and Work-life Balance

According to this report, work and life are not mutually exclusive for millennials. B. According to 61.2% of employees, work and personal time cannot be consistently balanced under the current working arrangement. The fact that more than half of respondents said they would do this at home demonstrates how closely work and life have become intertwined. How do employees feel about this integration? Life should not be compromised despite the lengthy workdays. Long hours do not necessarily imply that everyone has sacrificed their quality of life [4].

According to the survey's findings, not all office workers have a bad opinion about working extra. The top three primary justifications for working individuals to put in extra hours are: A. There is too much work to complete (46.6%) Work habits (37.9%) Self-interest (26.1%).

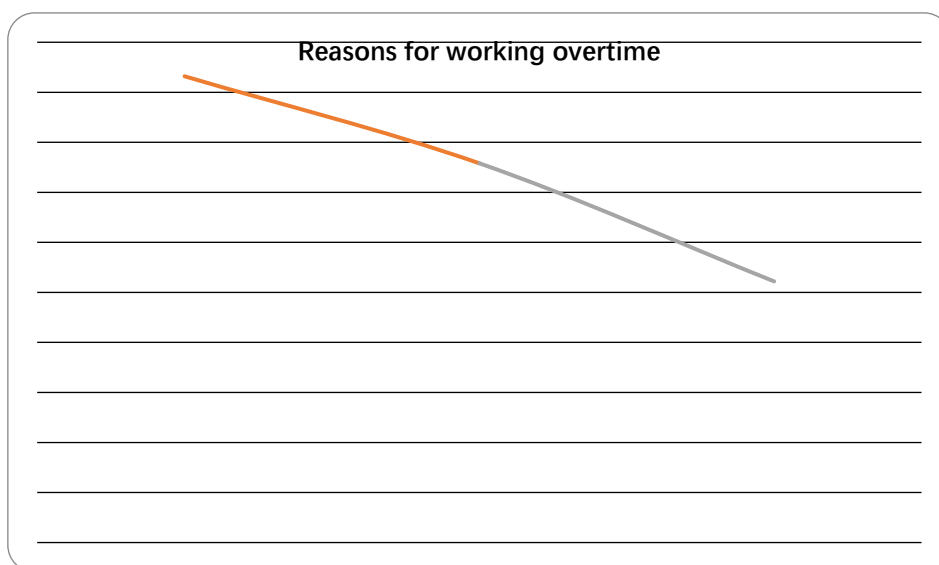


Figure 1. Reasons for working overtime

More people want to change their work schedules to find a work-life balance and believe they should pursue activities outside of work to decompress. The finest working circumstances, according to millennials, are A. "Can guarantee work-life balance" (49.9%) and B. "Can provide sufficient income and bonuses" (48.9%) in the 15th question. second place with a small gap. Following D. "Level of organizational culture and free working climate" (20.3%), C. "Excellent welfare system" (30.6%) was rated third.



Figure 2. Best working opportunity.

More than half of millennial survey respondents initially desired work-life balance, which indicates that this is a tendency for people of this generation in the majority of the data. They don't want to work extra because they desire their own life, among other reasons. Millennial workers have intuitively identified the idea of work-life balance in society, education, and culture, despite the fact that it is a popular term. In a more serious vein, over one-third of millennials feel that in the last five years, juggling work, family, and personal obligations have been harder, necessitating the need for work-life balance. The fact that millennials are beginning this stage of life is what matters most. They need work-life balance because their employment demands will increase if they get married, purchase a house, and have kids. Work-life balance has thus emerged as a trend in following studies, and millennials want to work in a way that satisfies this goal [5].

Therefore, enterprises advocate overtime, and even regard overtime as a supreme glory, and promote overtime culture, which is not only unreasonable and unscientific, but also has moral issues. Therefore, business owners and the government should reformulate their policies to face this problem. Therefore, business owners should bear corresponding responsibilities. If they do not call for overtime for their benefit, employees will not take the initiative to work overtime. Of course, in listed companies, those with overtime culture should be re-examined whether they should continue. Google's Dublin branch called for all work power to be turned off at night, and employees generally responded well at night. This is a successful case for employees to achieve work-life balance [6].

4. How to Guarantee Work-life Balance in Policy Measures

4.1 Strengthen the Protection of Workers' Basic Rights

Some labour laws and regulations, including the Labour Contract Law, Employment Promotion Law, and Labour Protection Regulations for Female Workers, Special Working Hours Management Regulations, etc., have been updated or re-enacted in China since 2007. The labour laws in place now are largely complete. However, in practise, the procedures for signing labour contracts are not regulated, and the law's enforcement is insufficient. The challenge of excessively long working hours, a lack of vacation days, and diminished employee benefits affects the majority of workers. In particular, the rights and interests of some special groups such as migrant workers and women should be paid attention to and protected by law [7]. Therefore, the state should secure the legitimate rights and interests of workers and improve the enforcement of labour laws and regulations, as well as create pertinent laws and regulations to protect certain groups.

4.2 The Family as the Target of Public Policy Intervention

The term "family-friendly policy" is often used to describe a collection of initiatives and policies that businesses support in order to assist their staff in better juggling work and family obligations. Typically includes a flexible work schedule, vacation and leave policies, an employee assistance programme, etc. Create a social service system that is family-friendly, include the family in public policy, use the system's norms to lessen the burden of family care on employees, and help employees achieve work-life balance [8].

4.3 Strengthen the Construction of Social Psychological Services

We must strengthen the creation of a social psychological service system and foster a logical and constructive social mentality in order to meet the demands of the pursuit of high-quality growth. The social psychological structure has been touched recently by changes in wealth and social class, which has led to a lot of unfavourable feelings in our society. Some people in the society are starting to feel somewhat deprived, apprehensive, and insecure. Status anxiety and pressure are quite evident, especially in young individuals. Therefore, it is essential to improve society's overall mental health education and give society's citizens scientific direction. A social psychological risk early warning and response mechanism should also be established in order to enhance social psychological crisis intervention and counselling capabilities [9]. Additionally, a multi-level, all-encompassing

psychological adjustment mechanism and emotional management mechanism should be established in order to fully utilize the role of professional social workers, colleges, psychological consulting institutions, The Workers' Youth League, and other organizations.

5. Conclusion

The two primary research methodologies employed in this paper are questionnaire research and literature research. These techniques still have room for development. The respondents' scientific validity and representativeness must be guaranteed as a priority.

According to the questionnaire poll, millennial workers do definitely have distinct statuses than workers from earlier generations. For instance, they are more likely to tour the world than older workers or members of generation X who prioritize success in the family business. It is evident that millennial workers are more ready for independence, freedom, and democracy, which opens the door for their various expectations of businesses and jobs. They have higher expectations for the business to enhance the working environment, which is a high-quality demand for the workplace. Due to the need for work-life balance, Chinese millennial employees would decide to leave their jobs and join the gig economy in order to secure their own financial security. It is challenging for people to achieve their work-life balance in the contemporary workplace, despite the needs of work-life balance. The issue's origin is at this point.

But in the end, the high standards of businesses, which make it difficult for employees to complete their work on time and encourage them to work extra, are mostly to blame for the inability to ensure a worker's ability to balance work and life. For a worker with a family, this type of behaviour is immoral since the employer sees things from the perspective of the company's interests, whereas the worker sees things from the perspective of their own health and family's needs. As a result, employees must find ways to lessen their stress. Some of these ways include setting up a structure that allows people to take time off after work, self-granting leaves of absence, flexible work schedules, and more. Of course, business owners must also deploy human resources to ignite the zeal of their workforce and allow them full authority to safeguard their own interests. Work-life balance in the twenty-first century is a concept worth championing, and the government should make sure that it is guaranteed together with the new work concept and thorough implementation of legislation [10].

In other words, the requirement for work-life balance will garner more attention as societal transformation progresses and people's work and lives continue to experience significant change. The general populace will require a "good life" with specific attributes in addition to a certain standard of economic living. This is not just a test of people's abilities and resources; it's also a test of businesses, and it's a test of the capacity of society as a whole to govern. The protection of Chinese workers' rights and interests in a market economy should be of utmost concern to relevant ministries in China. Only the government can take the initiative to assure the efficacy of policies, so that businesses can make corrections and protect themselves.

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