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Subjective Well-Being Survey Based on Different Occupation Groups

—Taking Wuhan as an Example

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***Abstract*—Nowadays, It is critical time for China to complete the building of a moderately prosperous society in all respects. Achieving a moderately prosperous level is not only in economy, but also in spirit. This paper mainly investigates the subjective well-being of eight major occupational groups in Wuhan. It analyzed the differences in income and SWB of different occupational groups and the differences in SWB of different income stage. And the relationship between total income, income of different occupational groups and subjective well-being index was found through correlation and regression analysis. Finally, it provides suggestions for governments, enterprises and individuals to improve their subjective well-being.**

Keywords—Subjective well-being; Occupational group; Marginal decrease; Critical point of income

I. INTRODUCTION

Since the 18th National Congress of the Communist Party of China, General Secretary Jinping Xi has put forward an important guiding ideology and the important idea of "China Dream". Its essence is the country's wealth and strength, the rejuvenation of the nation and the happiness of the people. Furthermore，the proposition of this idea reveals to the people the goal of pursuing well-being and happiness in life. "Whether the people are happy" is a question worthy of discussion and study, The present study divides happiness into Subjective Well-Being, psychological Well-Being, social Well-Being and the realization of Well-Being, of which Subjective Well-Being (SWB), As a special term in psychology, SWB mainly refers to people's emotional and cognitive evaluation of their life, quality[1].In this sense, what determines whether people are happy or not is not what actually happens.

The key is how people interpret what is happening emotionally, and what process is done in terms of perception, A complex, multilayered mental state farmed by the interaction of psychological factors such as need, cognition and emotion with external inducements[2],is the result of the current balance of positive and negative emotions, in which individuals experience less negative emotions and experience more positive emotions[3].

In this study, the population of Wuhan was investigated through random sampling, in order to analyze the factors that affect the subjective well-being of the residents in Wuhan, and to provide the policy makers with practical value to grasp the fundamental point and effectively promote the subjective well-being of the whole people. By exploring the relationship between different occupational groups, income and subjective well-being, we find out the subjective well-being of the residents in Wuhan, It provides an important basis for the individual to treat and adjust his life satisfaction, and provides reference for the individual enterprise to pursue the goal of satisfying the employee's subjective well-being so as to attract talents and retain talents. The results of this study strengthen the theoretical and empirical studies on subjective well-being in the context of Chinese culture, and lay a foundation for deepening the research on subjective well-being differences between different occupational groups, which is beneficial to the cross-national study on subjective well-being in the future.

II. RESEARCH DESIGN

A. Research objects and tools

This survey selected eight major occupation groups of farmers, migrant workers, enterprise or technical managers, front-line employees of enterprises, staff of public institutions, civil servants, private owners and freelancers in Wuhan. In this survey, data were collected based on the questionnaire survey, and reliability and validity analysis, descriptive statistical analysis, correlation and regression analysis were conducted on the data through SPSS Statistics 21. Based on the phenomena generated in the analysis, the main factors affecting subjective well-being were judged, the differences in income of different occupational groups, the differences in subjective well-being index of different groups and the relationship between income and happiness index of different groups were analyzed, and the critical income range of happiness index was determined[4].

B. Questionnaire design and data collection

Based on the specific situation of Wuhan city, the questionnaire is divided into three parts by citing *the analysis of the theory, structure and measurement characteristics of the national happiness index survey scale design* published by Huixiong Chen and liming Wu. First part, basic information of respondents, including five objective basic information of gender, age, occupation, education level and average monthly income; Second part, happiness influencing factors, including a total of water quality, air condition, ecological environment, food safety, living environment, working conditions, job opportunities, job, work organization atmosphere, social status, justice, fairness, social security, social security, public service, relationships, relationships, marriage status, personal assets, income, family, personality, healthy body. Third part, for the overall judgment of self-happiness. (The respondents will score their current happiness on a scale of 1 to 10).

On July 3, 2018, investigators randomly distributed 1,530 questionnaires in 13 districts of Wuhan by means of type sampling, among which 1,066 were valid questionnaires with an effective rate of 69.67%.

C. The reliability and validity of the questionnaire

In this study, 22 specific factors in the second part of the questionnaire were tested for internal consistency by SPSS Statistics 21.

TABLE I. ROTATED COMPONENT MATRIX

	PCF 1	PCF 2	PCF 3
Working Conditions	0.818		
Career development opportunities	0.805		
Post applicability	0.800		
Social status	0.797		
Working atmosphere	0.779		
Personal income	0.756		
Justice and equity	0.752		
Household asset	0.692		
Social safety	0.607		
Social security	0.602		
Public services	0.592		
Water condition		0.895	
Air regime		0.890	
Ecological environment		0.880	
Food safety		0.824	
Living condition		0.601	
Kinship			0.788
Personality status			0.721
Friend relationship			0.701
Physical health			0.700
Mental health			0.629
Marital status			0.552

Factor extraction method: Principal component analysis. Factor rotation: Orthogonal Rotation Method with Kaiser Standardization. The rotation of the matrix in table I converges through 5 iterations.

III. DESCRIPTIVE STATISTICAL ANALYSIS

A. Sample analysis

TABLE II. SAMPLE SURVEY FACT SHEET

Descriptive term		N	Percentage
Gender	Female	469	44.00%
	Male	597	56.00%
Age	19and below	6	0.60%
	20-29years	266	25.00%
	30-39years	382	35.80%
	40-49years	265	24.90%
	50-59years	109	10.20%
	60and above	38	3.60%
Education level	Junior secondary and below	254	23.80%
	Senior high school, technical secondary school	219	20.50%
	Three-year college	191	17.90%
	Undergraduate course	321	30.10%
	Graduate student	81	7.60%
Occupational group	Farmer	109	10.20%
	Migrant workers	153	14.40%
	Enterprise or technical manager	112	10.50%
	Enterprise front-line employees	144	13.50%
	Staff of public institutions	173	16.20%
	Civil servant	83	7.80%
	Private owners	156	14.60%
	Freelancer	136	12.80%

As can be seen from Table II, the survey sample data is reasonable and the male to female ratio is approximately1:1. There are fewer people over 60, the vast majority between the ages of 20 and 50, and the proportion is about 85.00 percent in that age group. To begin with，the highest educational level was in undergraduate, accounting for 30.10% of the population in Wuhan, followed by junior high school and below with 23.80% of the population, The proportion of students in senior high schools and technical secondary schools is 20.50%, the proportion of junior colleges and universities is 17.90%, and the proportion of postgraduates is 7.60%, which is the lowest. Moreover, The proportion of the eight types of occupational groups surveyed and studied from large to small is: Staff of public institutions (16.20%), private owners (14.60%), migrant workers(14.40%), front-line employees (13.50%),freelancers (12.80%),enterprise or technical manager (10.50%),farmers (10.20%),civil servants (7.80%).

In this study, income levels were divided into 25 classes, and income was less than 1500 ¥ for class1, From 1500 to 13000, divided into levels2 to 24 by 500 ¥, Income is greater than 13000 ¥ for grade 25, so as to better observe the impact of small changes in income on subjective well-being in order to determine the boundary of income. The largest proportion was 4000-4500 ¥, accounting for 10.10 percent of the total, the lowest percentage was 11000-11500¥, accounting for 0.70 percent of the total. The remaining monthly income range N from the largest to the smallest is 4500-5000 ¥ (9.80%), 3500-

4000 ¥ (8.80%), 3000-3500 ¥ (8.30%), 5000-5500 ¥ (7.90%), 2500-3000 ¥ (6.80%), 2000-2500 ¥ (6.30%), 1500-2000 ¥ (4.40%), 5500-6000 ¥ (4.30%), 7000-7500 ¥ (3.80%), 7500-8000 ¥ (3.80 %), 6500-7000¥(3.70%),8000-8500 ¥ (3.20%), less than 1500 ¥ (3.10%), 6000-6500 ¥ (2.40%), 10000-10500 ¥ (2.40%), 9500-10000 ¥ (1.70) %), 8500-9000 ¥ (1.60%), 9000-9500 ¥ (1.60%), 13,000 ¥ or more (1.50%), 10500-11000 ¥ (1.00%), 11500-12000 ¥ (0.90%),12000-12500 ¥ (0.90%), 12500-13000 ¥ (0.80%), as shown in Table V.

B. Analysis of income differences among occupational groups

With the development of China's reform and opening-up policy, the perfection of market economy system and the release of social labor, the distribution of social resources in China shows the phenomenon of differentiation, the phenomenon of income and occupation are related, and the main source of income comes from work. F=94.736, Sig.=0.000, according to the single factor variance analysis of the average monthly income of different occupational groups, showed that there is a significant difference between the average monthly income of different occupational groups, See Table III for details.

TABLE III. AVERAGE MONTHLY INCOME DIFFERENCES FOR DIFFERENT OCCUPATIONAL GROUPS

	N	Average value	Standard deviation	Standard error	95% confidence interval of mean	
					Lower limit	*Upper bound*
Farmer	109	2589.450	1281.782	122.772	2346.090	2832.810
Migrant workers	153	3642.160	1628.227	131.634	3382.090	3902.230
Enterprise or technical manager	112	8075.890	2968.081	280.457	7520.150	8631.640
Enterprise front-line employees	144	4826.390	1948.031	162.336	4505.500	5147.280
Staff of public institutions	173	5304.910	1786.136	135.797	5036.870	5572.960
Civil servant	83	5792.170	2000.312	219.563	5355.390	6228.950
Private owners	156	7657.050	3280.836	262.677	7138.160	8175.940
Freelancer	136	4180.150	1751.373	150.179	3883.140	4477.150
total	1066	5253.750	2780.209	85.153	5086.670	5420.840

From Table III, we can see that the average monthly income of Wuhan residents is 5253.750 ¥.According to the absolute number of monthly income, Wuhan residents' income is below the middle level in the whole country. Among them, the average monthly income of enterprise or technical manager, private owners, civil servants and public institutions in Wuhan City is above the average, while the average of enterprise-line employees, farmers, farmer workers and freelancers are all below the overall mean. The average monthly income of eight different occupational groups in Wuhan is obviously different from each other. The order from high to low is: Enterprise or technical manager (8075.890),private owners(7657.050),civil servants(5792.170),Staff of public institutions5304.910),front-line employees(4826.390), freelancers(4180.150), migrant workers(3642.160), farmers(2589.450) . Accordingly，the data show that the income gap in Wuhan is relatively large, Wuhan is located in the central region and plays a key role in the rise of the central economy. The realization of common prosperity is the essence of socialism. Therefore, we should strengthen the construction of social structures and improve systems, create more fair employment opportunities and strengthen the establishment of a rational income distribution system, It is very important for improving the subjective well-being of residents to speed up the escape from the middle income trap. Narrowing the gap between the rich and the poor is a long way to go.

C. Analysis on the differences of subjective happiness index among different occupational groups

The ultimate goal of social development is to enable the majority of the people to lead a happy life. The single factor variance analysis of the subjective well-being index of the eight kinds of occupational groups in Wuhan City gives the F=7.461. Sig.=0.000, the results show a significant difference between the subjective well-being indices of different occupational groups. As shown in Table IV.

TABLE IV. COMPARATIVE TABLE OF SUBJECTIVE WELL-BEING INDICES FOR DIFFERENT OCCUPATIONAL GROUPS

	N	Average value	Standard deviation	Standard error	95% confidence interval of mean	
					Lower limit	*Upper bound*
Farmer	109	6.790	1.939	0.186	6.420	7.160
Migrant workers	153	6.390	1.825	0.148	6.100	6.680
Enterprise or technical manager	112	7.390	1.410	0.133	7.130	7.660
Enterprise front-line employees	144	6.880	1.531	0.128	6.630	7.130
Staff of public institutions	173	7.360	1.471	0.112	7.140	7.580
Civil servant	83	7.550	1.434	0.157	7.240	7.870
Private owners	156	7.160	1.505	0.120	6.920	7.400
freelancer	136	7.210	1.615	0.139	6.930	7.480
total	1066	7.070	1.635	0.050	6.970	7.170

Table IV shows that the average subjective happiness index of Wuhan residents is 7.070, The subjective well-being index of the civil servants was the highest, followed by the managers of the enterprises, the staff of public institutions, the freelancers and the private proprietors. The subjective well-being index of the five occupational groups was higher than the overall average. However, the subjective well-being index of farmers, farmer workers and enterprise-line workers is lower than the overall mean. What is more, the Subjective Well-being Index of Eight Occupational Groups in Wuhan City has Significant Difference, The subjective happiness index from high to low is: civil servant (7.550)> business management personnel (7.390)> business unit staff (7.360)> freelancers (7.210)> private owners (7.160)> enterprise front-line employees (6.880) > Farmers (6.790) > Migrant Workers (6.390).

The data show that the subjective well-being of different occupational groups in Wuhan is somewhat different, however, with the rapid development of China's major industries and the advancement of precision poverty alleviation system engineering, the index of Wuhan residents' subjective well-being has been improved to a certain level.

D. *Analysis on the differences of subjective well-being indexes among different income groups*

Income was positively correlated with well-being at a given point in time and within a given country, but in the time series of the same country, The average well-being of individuals and countries did not increase significantly with increases in real incomes (R.A. Easterlin, 2001)[5]. In this study, F=12.506 and Sig.=0.000 were obtained by single factor analysis of SWB of different income groups. The results show that there is a significant difference between income and SWB.

TABLE V. COMPARATIVE TABLE OF SUBJECTIVE HAPPINESS INDICES BY INCOME GROUP

Income level	Monthly income range	N	Average value	Standard deviation	Standard error	95% confidence interval of mean	
						Lower limit	*Upper bound*
1	Less than 1500¥	33	5.360	2.191	0.381	4.590	6.140
2	1500-2000¥	47	5.570	1.625	0.237	5.100	6.050
3	2000-2500¥	67	5.900	1.751	0.214	5.470	6.320
4	2500-3000¥	73	6.330	2.128	0.249	5.830	6.830
5	3000-3500¥	89	6.670	1.615	0.171	6.330	7.010
6	3500-4000¥	94	6.880	1.551	0.160	6.570	7.200
7	4000-4500¥	108	7.120	1.280	0.123	6.880	7.360
8	4500-5000¥	104	7.310	1.330	0.130	7.050	7.570
9	5000-5500¥	84	7.500	1.167	0.127	7.250	7.750
10	5500-6000¥	46	7.570	1.328	0.196	7.170	7.960
11	6000-6500¥	26	7.850	0.834	0.164	7.510	8.180
12	6500-7000¥	39	8.030	1.063	0.170	7.680	8.370
13	7000-7500¥	41	8.100	1.375	0.215	7.660	8.530
14	7500-8000¥	40	8.180	1.107	0.175	7.820	8.530
15	8000-8500¥	34	8.120	1.038	0.178	7.760	8.480
16	8500-9000¥	17	8.240	0.752	0.182	7.850	8.620
17	9000-9500¥	17	7.820	1.074	0.261	7.270	8.380
18	9500-10000¥	18	8.000	1.085	0.256	7.460	8.540
19	10000-10500¥	26	7.420	1.501	0.294	6.820	8.030
20	10500-11000¥	11	7.820	0.751	0.226	7.310	8.320
21	11000-11500¥	7	7.140	1.069	0.404	6.150	8.130
22	11500-12000¥	10	6.600	0.516	0.163	6.230	6.970
23	12000-12500¥	10	6.600	1.265	0.400	5.700	7.500
24	12500-13000¥	9	6.560	0.882	0.294	5.880	7.230
25	More than 13000 ¥	16	6.380	1.708	0.427	5.460	7.290
Total		1066	7.070	1.635	0.050	6.970	7.170

According to Table V, the average subjective well-being index of Wuhan residents is 7.070. Among them, the average monthly income range is below 4000 ¥, and the average value of the group above 11500 ¥ is lower than the overall average, The group whose monthly income is between 4000 and 11500 ¥ is above the overall mean of the subjective happiness index. As a result, income levels are not sufficient to meet their needs and the excessive pursuit of higher incomes can reduce their subjective well-being. In some sense, it is imperative to guide residents to set up correct values, prevent the lack of individual spiritual beliefs, and establish reasonable national income, distribution mechanism. In general, the subjective happiness index shows a trend of increasing first and then decreasing with the increase of income class. From Level 1 (less than l500¥) to 10 (5500-6000¥), the subjective happiness index rises at a certain rate, and within this range, the increase in income increases substantially increases the subjective happiness index. From Rank 10(5500-6000¥) to 16 (8500-9000¥) the rate is slower than before the 10 (5500-6000 ¥) level, when the increase in income is associated with a slow increase in the subjective happiness index. The overall increase in income after grade 16 (8500-9000 ¥) resulted in a decline in subjective well-being. The data show that subjective well-being tends to decrease marginally with income growth, and when income increases to a certain threshold, the negative effects of high income will weaken its positive impact on subjective well-being.

IV. CORRELATION AND REGRESSION ANALYSIS

A. *Analysis of the relationship between total income and subjective happiness index*

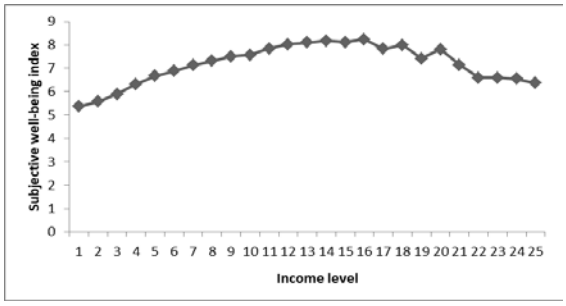

Fig. 1. Trends in subjective well-being across income brackets

As can be seen from Fig. 1, the overall subjective happiness index shows an obvious marginal diminishing trend with the increase of income level. Income level≤11 (6000-6500¥) ,the growth rate of subjective happiness index is rapid; 11＜Income level≤16 (8500-9000¥) ,the growth of subjective happiness index is relatively slow; 16 ＜ Income level ≤ 25 (above 13000¥) ,and the subjective happiness index decreased in fluctuation. The fitting equation is $y=0.456x^2-0.16x+0.753$ (R=0.46, $R^2=0.219$ the fitting effect is relatively good) that reflects its marginal decline and the results show that with the increase of income, the overall change of eight occupational groups in Wuhan from absolute income affecting the subjective happiness index to income not affecting the subjective happiness index is slow.

B. *Comparative analysis of the trend of subjective well-being index among different occupational groups*

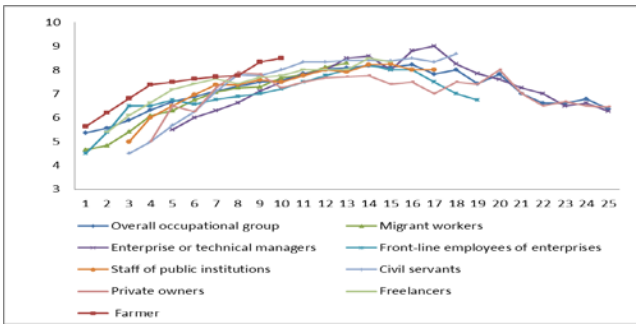

Fig. 2. Summary chart of subjective well-being of different groups

As can be seen from Fig. 2: First, the subjective happiness index of public institution staff, civil servants and freelancers shows a marginal diminishing phenomenon (the same as the overall trend). The possible reason for this phenomenon is that compared with other occupational groups, this kind of occupational group has higher educational background, greater competition pressure in the workplace and higher requirements for spiritual needs. In some degree, income is not a necessary demand in the middle and later stages of their career, but a higher level of demand for safety, love and belonging, respect and self-realization. Second, the subjective happiness index of farmers and migrant workers rises linearly with the increase of income. There is no marginal decline in this kind of occupation, but with the increase in income and straight up. The phenomenon shows that the income of farmers and migrant workers cannot meet their basic material needs due to their low educational background, less survival skills, heavy burden on family and children, and their inability to adapt to the rapid economic development in Wuhan. Third, there is a significant inflection point in the subjective happiness index of enterprise or technical manager, front-line employees and private owners However, due to great competitive pressure in the workplace. For one thing, this This phenomenon indicates that in the career of this group, the increase of income in the early stage and the reduction of pressure in the later stage play an inevitable role in improving their subjective happiness. For another, with the increase of income, the private owner's subjective happiness index shows an inflection point and fluctuates obviously, and there is no obvious upward and downward trend. The phenomenon indicates that the influence of income on the subjective happiness index will inevitably decrease due to the fact that there are many things to consider in their life and work. Fourth, Income level≤11 (6000-6500¥): Farmers rank highest in subjective well-being. The subjective well-being of enterprise or technical manager and civil servants is relatively low in the early stage. Income level＞11: The subjective well-being index of civil servants is relatively high. The phenomenon indicates that the increase of income has a greater impact on farmers' subjective happiness index. Civil servants have a higher subjective well-being index, ,On the contrary, not because of the impact of higher income, but because civil servants are more stable than other occupational groups in other aspects.

C. Comparative analysis of the relationship between subjective happiness and income among different occupational groups

The correlation coefficient and fitting equation of income and happiness index of each occupation are shown in table VI

TABLE VI. COMPARISON OF THE RELATIONSHIP BETWEEN INCOME AND HAPPINESS AMONG DIFFERENT OCCUPATIONAL GROUPS

Occupational group	Income segments	Correlation coefficients	Piece-wise regression analysis
Overall occupational group	-	0.468**	$y=0.456x^2-0.16x+0.753$
Farmer	-	0.454**	$y=0.329x+5.5578$
Migrant workers	-	0.557**	$y=0.312x+4.587$
Cont. to VI.			
Enterprise or technical managers	Income level <16	0.615**	$y=0.293x+4.359$
	Income level≥16	0.581**	$y=-0.289x+13.403$
Front-line employees of enterprises	Income level≤4	0.377*	$y=1.359\lg x+4.625$
	4＜ Income level≤13	0.187	-
	Income level >13	0.499**	$y=-4.774x+20.921$
Staff of public institutions		0.435**	$y=0.588x^2-0.021x+4.046$
Civil servants		0.709*	$y=0.925x^2-0.033x+2.079$
Private owners	Income level≦ 10	0.483**	$y=0.407x+3.960$
	Income level >10	0.284	-
Freelancers	-	0.456**	$y=0.532x^2-0.02x+4.766$

Note: ** is significant at the level of 0.01;* is significant at the level of 0.05;No fitting equation means the regression effect is not good. X is the income level; Y is the subjective well-being index.

As can be seen from table VI: Firstly, with the increase of income, the correlation between subjective happiness index and income of enterprise or technical manager, front-line employees and private owners becomes weaker. The fitting equation of enterprise or technical manager ranges from positive correlation to negative correlation. The fitting equation of private owner is from positive correlation to non-correlation. The fitting equation of the front-line employees varies from correlation to non-correlation to negative correlation. In the end the phenomenon shows that the subjective happiness index income of enterprise or technical manager, front-line employees and private owners absolutely affects the change of income[6]. Second, among low-income occupations, migrant workers are the most desperate for income ($R_{\text{Migrant workers}}>R_{\text{Farmer}}>R^1_{\text{Front-line employees of enterprises}}$).The data show that migrant workers are more eager for and want to be compensated for the increase of their income due to their heavy work pressure and children's education problems. Third, the phenomenon of diminishing marginal civil servants more obvious. ($R_{\text{Civil servants}}>R_{\text{Staff of public institutions}}=R_{\text{Freelancers}}$) the data shows and demonstrates that the income of civil servants is no longer a necessary factor in the later career of civil servants, but a higher level of demand. Fourth, the inflection point of enterprise or technical manager is more obvious (the change of relationship is more obvious). $R^1_{\text{Enterprise or technical managers}}$ and $|R^2_{\text{Enterprise or technical managers}}|>R_{\text{Staff of public institutions}}=R^3_{\text{Front-line employees of enterprises}}$).The data indicates that enterprise or technical manager are more competitive with other demands in the middle and later stages of their career.

D. Comparison of critical income ranges among different occupational groups

Public institution personnel, civil servants, and freelancers are determined by the difference of subjective well-being between adjacent income levels with the largest change. The critical range for business managers, front-line employees, and

private business owners is determined by the location of the inflection point between income and subjective well-being.

TABLE VII. COMPARISON OF CRITICAL INCOME RANGES AMONG DIFFERENT OCCUPATIONAL INCOME GROUP

Occupational group	Inflection point income (¥)	Rank
Institution personnel	4250～4750	4
Civil servant	4250～4750	4
Freelancers	3750～4250	5
Enterprise or Technical managers	8250～8750	1
Front-line employees of enterprises	7250～7750	2
private owners	5250～5750	3

Note: the subjective happiness index of farmers and migrant workers rises linearly, and the fitting equation is also a linear equation, so the critical range of income cannot be determined

V. CONCLUSION

A. Main conclusions

This study investigated the subjective well-being of different occupational groups in Wuhan, Hubei Province, as the survey area. The results show that the subjective well-being index of income group and the income of different occupational group are significantly different. At the same time, the difference of subjective well-being index between different occupational groups shows that the subjective well-being index of Farmer workers is the lowest among the eight occupational groups in Wuhan city, which is quite different from the result of the subjective well-being index of farmers who are expected to be the lowest. Generally speaking, work is the main source of income; income has a great influence on the subjective well-being index of residents to a certain extent. The subjective well-being index of farmers and Farmer workers reflected in the study rises in a straight line, and it is impossible to determine the threshold range of income of farmers and Farmer workers. The results show that the influence of income on the subjective well-being index of low-income group is greater than that on the subjective well-being index of high-income group, and the overall subjective happiness index tends to decrease marginally with the increase of income, Narrowing the income gap is an important means to improve the subjective well-being of the residents. The government should pay close attention to the livelihood of the masses, especially the Farmers and Farmer workers, increase the help to the low-income groups, and effectively improve the subjective well-being of the residents in Wuhan.

B. Policy implications

In order to respond to the "Happiness for the Chinese People" put forward in the report of the 19th National Congress of the Communist Party of China, promote the comprehensive construction and build a well-off society, the results of this study provide a starting point for improving the subjective well-being of different occupational groups in China. The research shows that the subjective well-being of Wuhan residents, the subjective well-being of the vast majority of the residents is above the average of the overall subjective well-being. The subjective well-being index of farmers and migrant workers is lower than that of the occupational groups of business or institutional. In the one hand, the State should focus on and support these two groups of people, We will mobilize the enthusiasm of farmers and migrant workers, keep the income gap within a reasonable range, and effectively prevent people in difficulty from falling behind on the road to well-off society, and try to explore ways and means of reforming the remuneration system to distribute social wealth reasonably. In the other hand, enterprises should fully understand the real needs of employees, assist employees to do well in career development planning, establish correct values, and guide employees' goals in accordance with enterprise goals, so as to avoid the decline of subjective well-being caused by the individual excessive pursuit of high income.

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