

# Life Satisfaction of Shangbanzu in Beijing and Influencing Factors

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## ABSTRACT

With the rapid development of Beijing and the increase of the working population, the biggest problem facing most of the working people who are about to enter the society is which district to live and develop. This article analyzed the two most important factors for working people and which area is happier for working people in Haidian District and Chaoyang District. The author first defines key words such as Haidian District, Chaoyang District, working people and what is the happiness index. Then, the paper defined happiness index and the influencing factors according to the situation of Haidian District and Chaoyang District in Beijing. By analyzing the work atmosphere, cost of living and salary levels in different districts. In the case of almost equal salary levels, the cost of living is higher in Haidian District and the happiness index is higher in Chaoyang District. Then, the author inferred the two most important aspects of working people and whether these two aspects influenced their judgments on the happiness index factors. Finally, it is concluded that work atmosphere and income/cost of living are the factors that affect the happiness index of life in the short run for the younger group of workers. However, education and regional economic development are the factors that affect the happiness index of life in the long run for the older group of workers as their years of working increases as well having more working experiences.

**Keywords:** *working people, happiness index, working experiences*

## 1. INTRODUCTION

Given the increase in the working population in Beijing and the rapid development of each district in Beijing, it is important to analyze the happiness index in that district, which has a profound impact on the future development and happiness of working people. Due to the unique nature of Beijing's population, each family's inherent family conditions, economic base and material conditions are very different. This article focuses only on the working people living in Beijing. By analyzing the working atmosphere and income of the two districts and the cost of living, the author determined which district possesses a higher happiness index. Additionally, since different individuals withhold various definitions of the happiness index and different working years, the author inferred and analyzed two pivotal aspects of the working people based on different research reports. Then, by comparing, analyzing, and inferring, the author conducted a scientific yet reasonable inference.<sup>7</sup>

## 2. DEFINITION

### 2.1. Haidian district

Haidian District is one of the many urban areas in Beijing. In the early Yuan Dynasty, Haidian town was near a shallow lake and water precipitation, hence Haidian got this name and a splendid culture in this area for thousands of years, and the feudal emperors and dignitaries have built palaces, mansions, and forest gardens. Since ancient times, Haidian has been full of culture and academic atmosphere. Haidian District has many universities and research institutes, many high-tech Internet companies, popular education industry, and a strong educational atmosphere from elementary schools to universities, government, and institutional units. This leads to a high proportion of residents in the Haidian District who are in the system. Therefore, most of the houses of the older generation of residents are divided into units. The residents are highly educated, generally low-key, not glamorous in appearance, and not prevalent in consumerism. Almost do not go to the Netflix stores,

Western restaurants. The consumption center that merely focus on entertainment.

## **2.2. Chaoyang district**

According to the Beijing Urban Master Plan (2016-2035) [1]. Chaoyang District belongs to the central urban area of Beijing and is positioned for the following functions: the eastern and northern areas to strengthen international interaction capabilities and build into an international first-class business center, an international science, technology, culture and sports exchanging area, and a beacon for various international communities; the southern area had transformed from the traditional industrial area into a cultural and creative landscape. Integrating the traditional industrial zone with a cultural and creative and scientific and technological innovation development zone. Chaoyang District is mainly characterized by economic entertainment and the central business communities with CBD as the exceptionality. Sanlitun Bar Street and Yansha business street are mostly weighted on entertainment. Diplomatic embassies of various countries are also accumulated in Chaoyang District along with the national airport located in Chaoyang. The nominal GDP of Chaoyang District remain the second in Beijing. Housing prices are lower than that of Haidian District whereas the education industry is comparatively less competent. However, many tertiary industry companies are located in Chaoyang, and the proportion of residents who are within the government system are quite scarce. Comparing with Haidian, it is a city more inclined to the entertainment industry.

## **3. SHANGBANZU (THE WORKING POPULATION)**

There is no clear definition of the word "Shang Ban Zu" in the vocabulary or dictionary; in literal terms it means "a group of people who go work". This group people tend to vary by ages, working experiences. Nowadays, ShangBanZu are not only "white-collar workers", but also those who work in the city. In this article, we should understand the term to mean people who go to work every day.

### **3.1. Happiness Index**

#### *3.1.1. National Happiness index*

During the 2005 National People's Congress, Academician Cheng Guodong of the Chinese Academy of Sciences submitted a proposal entitled "Putting People First" and Accounting for the "National Happiness Index" [2]. Cheng believes that if people understand that there is no direct link between happiness and consumption, they can change their understanding of what really increases or enhances their happiness, thus creating a more

sustainable society. He also suggested that residential living satisfaction indicators in China from the national level consists of six categories of elements: political freedom, economic opportunities, social opportunities, safety and security, cultural values, and environmental protection.

#### *3.1.2. GaoLianKui's Happiness Equation*

Beyond the conceptual level, scholars also proved that happiness index can be quantified, and the happiness index can be turned into an equation that completely linked to real economic variables. Happiness can be explained by economics where "Happiness index = income / cost of living" [3]. First, the happiness index of the population is mainly related to two factors, income and living cost, with happiness index being positively proportional to income and negatively proportional to cost of survival. Secondly, happiness also comes from the comparison with people around them: individuals are happier when their income is relatively higher than those around them; they are less happy when their income is less than those around them. Third, happiness is also related to future expectations, if the present income is very high, and the expected future income is not stable, then happiness shall be relatively poor, if the future indicates a stable expectation, then happiness will also be very strong. According to the happiness index formula above, to improve people's happiness, we can start by lowering people's cost of living, the lower the cost of living, the more happiness will be enhanced naturally, and we can also start by establishing a social risk prevention mechanism, the lower the social risk, the more stable the people's income expectation, the more happiness will be enhanced.

#### *3.1.3. Happiness index in this article.*

Based on the above definitions and differences of happiness indices and their effects, this paper is a study of the happiness indices of different urban areas in Beijing. In terms of "social opportunities" in the "Happiness Index of Chinese Residents", this paper tends to analyze the amounts of social opportunities available in different work industries. Because the main population of this paper is the working population located in two districts and the working population is mostly exposed to social opportunities at work. Therefore, the authors have identified two main categories of factors that influence the happiness of life in the context of this study: working environment; income and cost of living.

## **4. ANALYSIS AND COMPARISON BETWEEN CHAOYANG AND HAIDIAN DISTRICT.**

### ***4.1. Working atmosphere***

In Ms. Ding Lei's "Creating a corporate volunteer atmosphere to enhance employees' happiness at work" (2021) [4], it is mentioned that happiness at work refers to a positive subjective psychological experience and cognitive evaluation of employees in the workplace and the work process, which can be measured through three separate dimensions: subjective happiness, psychological happiness and interpersonal support. Research shows that the higher the level of employee happiness at work, the higher their sense of identification and loyalty to the company, the less likely they are to leave. Therefore, how to make employees feel a high level of happiness at work is an important issue for managers today and will have a significant impact on the sustainable development of the organization.

### ***4.2. Enterprise distributions and characteristics between Haidian and Chaoyang district.***

The latest development of headquarters enterprises in Beijing released by the Municipal Bureau of Statistics and the Beijing Survey Headquarters of the National Bureau of Statistics shows that, in terms of spatial distribution, there are 2,822 headquarters enterprises in all of the districts in Beijing, accounting for more than 70% of the city's headquarters enterprises [5,6]. Among them, Haidian has obvious advantages in attracting IT enterprise headquarters and enterprise R&D headquarters, while Chaoyang has become the first choice for foreign enterprise headquarters with the rapid development of CBD area and unique geographical location.

### ***4.3. Haidian District's unique 996 work atmosphere in Internet companies.***

By 996 working system, it means working from 9:00 am to 9:00 pm every day, 6 days a week, with an average minimum of 72 hours a week. From a conceptual point of view, the "996" working system is evidently in conflict with the standard working hours system stipulated in the Labor Law of the People's Republic of China [7]. From the conceptual point of view, it is obvious that the "996" working system conflicts with the standard working hours system stipulated in the Labor Law of the People's Republic of China. This means that in addition to the 8 hours of work per day required by the standard working hours system, employees in enterprises with a "996" work schedule must also have 4 hours of overtime work. The "996" working system requires employees to work 6 days a week, which means that the accumulated overtime hours per week is 24 hours (ZhiJun Dong, 2016) [8].

and the accumulated overtime hours per month is more than 100 hours, which is far more than the requirement of the Labor Law - if it is necessary to extend the working hours for special reasons, the overtime hours should be extended after protecting the health of workers. If the working hours need to be extended for special reasons, the extended working hours shall not exceed 3 hours per day but not more than 36 hours per month under the condition that the health of the workers is protected. In recent years, the domestic Internet business has been booming and the competition is at a white-hot stage. In the presence of the Internet market environment led by a few industry giants, most of the emerging Internet companies have to carry the huge pressure to get a small piece of benefit from this huge market [9,10]. In such a highly competitive market environment, Internet companies must choose some more stringent management systems if they want to struggle to make a world. The "996" work system, which has recently become a national workplace discussion, is just one of the representatives (Jie Tang, 2019, Section 2) [11]. Since Haidian district comprised of numerous internet companies, the working atmosphere there are a lot more intense and pressurized than that of Chaoyang district. If the overtime work becomes a culture, then how to make employees identify with and accept this culture is the most important thing. Instead of mandating overtime work, it is better to arouse employees' recognition of corporate values (Zhijun Dong, 2016, Section 4) [12].

### ***4.4. What is 996 cultures?***

In October 2016, the Internet company 58 Tongcheng was exposed to the "996" work system, and the company's CEO was denounced by employees. At that time, the "996" work system proposed by 58 City, refers to the working hours from 9:00 am to 9:00 pm, six days a week, and no subsidies or overtime pay, and no leave is allowed. After that, 58 responded that the so-called "996" is only a regular mobilization, not a mandatory requirement, and its purpose is to cope with the larger business volume in September and October. "996" refers to working hours from 9am to 9pm, 6 days a week, which represents the prevailing overtime culture of Chinese Internet companies. However, advocating struggle and labor is not equal to mandatory overtime work. Hard work is a struggle, so is smart work; extended working hours are a struggle, so is improved efficiency.

### ***4.5. Business Features of Chaoyang District***

In the article "Beijing Chaoyang Continuously Optimizes Business Environment to Build the Best Development Platform for Enterprises" published by the People's Government of Chaoyang District, Beijing, the Chaoyang District released for the first time the "Beijing Chaoyang District Foreign Investment Development Report" at the First China International Import Expo 2018,

which shows that in the past five years, Chaoyang District has absorbed contracted foreign investment totaling 55.3 billion U.S. dollars, and the actual utilization of foreign investment totaled 30 billion U.S. dollars, with an average annual growth rate of 22%. The number of foreign investment and foreign-funded enterprises in Chaoyang District accounts for more than 40% of Beijing, and foreign investment continues to develop steadily [13]. In terms of business atmosphere, there are 117 regional headquarters of multinational companies in Chaoyang District, accounting for 70% of Beijing, and more than 170 overseas Fortune 500 companies from 12 countries and regions have invested and set up more than 480 foreign institutions in Chaoyang District, resulting in a strong business investment atmosphere. The high degree of spatial concentration makes the development of Beijing's headquarters economy show obvious regional characteristics. In comparison, the number of headquarters enterprises in Haidian District reaches 1,052, accounting for 26.3% of the city's total. Among them, Zhongguancun core area alone has 305 IT headquarters enterprises and 123 R&D headquarters. Chaoyang District, on the other hand, attracts all kinds of multinational corporations, international institutions and international organizations to set up their headquarters. Among the 913 headquarters enterprises, 341 are foreign-funded, Hong Kong, Macao, and Taiwan headquarters enterprises, and 99 are regional headquarters of multinational corporations.

It is not hard to observe that the distribution and characteristics of the enterprises in Chaoyang tend to be more in favor of foreign enterprises and recruiting export talents, highlighting the role of amplifying individual ability in the enterprise and receiving equal social treatment and opportunities. In "An Empirical Study on Job Satisfaction of Workers in Foreign Enterprises", author YuanYuan Ning indicates that this paper is self-investigated by investigating the current situation of job satisfaction of operational workers, whether they get the same job opportunities, identifying the factors that affect workers' job satisfaction, and thus making targeted suggestions to improve workers' job satisfaction (2021) [14]. Based on interviews, a self-administered worker job satisfaction questionnaire was used to conduct a questionnaire survey on workers in Suzhou foreign enterprises, and a total of 3848 valid to volumes were collected. In the Cronbach of the questionnaire, the coefficient of the questionnaire was 0.8931 and the split-half reliability profile was 0.8236, which indicate relatively high reliability. The results of statistical analysis showed that the overall level of job satisfaction of foreign workers in this survey was 2.3961, which was between less satisfied and more satisfied. After further exploratory factor analysis, six influencing factors were derived, namely salary and income, career development, sense of fairness, workload, management behavior, and work environment. Analysis of demographic variables

reveal that workers entering their prime years are more satisfied overall than younger workers in their 20s, and female employees are more satisfied than males: junior high school and junior college year students from rural areas are significantly more satisfied with their jobs than employees from urban sources.

#### **4.6. Subsection conclusion**

The authors can basically deduce that the working atmosphere of most foreign companies located in Chaoyang District in comparison with the Internet 996 industry in Haidian District is higher in the former, and they are treated fairly and have social opportunities and recognition, so the happiness index of workers located in Chaoyang District is relatively higher.

#### **4.7. Income and Living costs between two districts**

##### *4.7.1. Income.*

According to the "Report on Per Capita Disposable Income of Residents in the Region in 2020" provided by the People's Governments of Chaoyang District and Haidian District in Beijing [15,16,17,18]. The per capita disposable income of Chaoyang District residents for the year 2020 was RMB78,721, an increase of 2.3% year-on-year. However, the per capita disposable income of Haidian District residents was RMB86,742, an increase of 2.4% year-on-year. In the first quarter of 2021, the per capita disposable income of Chaoyang District and Haidian District was 22,227 RMB and 23,945 RMB, respectively [19,20]. From a macro, data perspective, the difference in disposable income between the two regions of Beijing is not significant.

##### *4.7.2. Cost of living.*

According to data released by the National Bureau of Statistics [21], housing and housing issues are the largest part of the cost of living. the average price of housing in Haidian District in the first half of 2021 is approximately 8600 U.S. dollars per square meter, while Chaoyang District is 6300 U.S. dollars per square meter [22,23,24,25]. Most of the housing prices in Haidian are more expensive than those in Chaoyang. The reason for the high housing prices: Under the current school district system, which is based on proximity to schools and household registration restrictions, basic education resources are mainly allocated through the real estate market, and it has become common practice to purchase school district houses to obtain quality basic education resources, resulting in housing prices that partially reflect the quality of basic education. The essence of the problem of high-priced school district houses is the uneven spatial distribution of high-quality educational resources, which reflects the huge differences in the quality of education.

Solving the problem of overpriced school districts by curbing the price of housing itself is not a solution to the problem (Yanan Liu, Pg49) [26]. As long as there is a difference in the quality of education between school districts, this difference will be capitalized into the price of housing

In addition, due to the special characteristics of the Haidian region, Haidian District has a more advanced level of education popularization, richer quality education resources, better education facilities and equipment, more coordinated development of all levels and types of education, and stronger internal motivation for education development through reform and innovation. Therefore, the high level of quality education in Haidian District and local government policies indirectly lead to the phenomenon of high housing prices in Haidian District.

According to the "Statistical Bulletin of National Economic and Social Development in 2020" published by the governments of Chaoyang District and Haidian District, the annual fixed asset investment of Haidian District workers increased by 7.2% compared to the previous year, while that of Chaoyang District decreased by 18%. Office workers in Haidian District spend more on house purchase than those in Chaoyang District. This means that Haidian office workers in different areas spend more on housing than those in Chaoyang District, which results in less regular disposable income for Haidian office workers than Chaoyang District office workers, increasing the cost of living.

#### **4.8. Subsection Conclusion**

According to the formula  $\text{Happiness} = \text{Income} / \text{Cost of Living}$ , given that both incomes are almost the same, Chaoyang District workers have less cost of living, which means that those who live in Chaoyang District are happier

### **5. WHAT ASPECT DO WORKERS IN BEIJING VALUE THE MOST.**

#### **5.1. Education**

The author examined the Chinese social characteristics to analyze the family concept and why the Chinese value education the most. The family tradition with a long history, such as "raising children for old age; relying on parents for the first thirty years, relying on children and grandchildren for the next thirty years", is the core of modern family concept. Under this concept, educating future generations is not only for the continuation and prosperity of children and grandchildren, but also for the establishment and continuation of the family. Zeng Guofan, a politician, strategist, theoretician and writer of the late Qing Dynasty, once said, "Teach by example, not by words. If a family is diligent, it will

prosper; if people are diligent, they will be frugal, and never be poor". He worked diligently every day, from morning to night, and he personally approved all the major official documents, even in his old age, when his health was poor and his right eye was blind, he still persevered every day. Whenever he asked his children to do something, he would set an example for them by setting an example himself first. In the traditional clan concept, the moral education of family members is regarded as its primary task and ultimate purpose, and the concepts of father's kindness, son's filial piety, ruler's righteousness and subject's loyalty, brother's friendship and brother's respect, and virtuous wife and mother are as deep as people. (Li Ping ming, 2011, Section 4) [27]. The Chinese concept of "family" also extends to the concept of "nation", and the Chinese word for "nation" has the word "family" in it, which is not found in the West. The Chinese see the "country" to which they belong as "family", and this strong emotional connection comes, of course, from a cultural heritage and a long history.

The Chinese are the only people in the world who have been passed down in the form of a nation, but who have the same roots, the same language, and the same species for thousands of years. For this reason, Chinese people have a strong concept of "country", and when they reach a certain age, no matter where they have lived all their lives, they are always prone to the idea of "returning to their roots". In the Chinese family, people have more of a mutual obligation relationship with each other. These include the obligation to maintain family unity and harmony at the level of order, the obligation to help and support each other at the material level, and the obligation to maintain the family's face and honor in external interactions (Li, Pingming, 2011, Section 3) [25]. All of these clearly show the strong relationship of obligations among family members and highlight the importance of obligations to maintain the interests of a family. The "raising of children" is also one of the most important parts of the Chinese family, or the fulfillment of "family" duties and obligations.

Education is a practical activity of improving the overall quality of human beings. In essence, education is the cause of nurturing human nature, aiming at human liberation and human development. The most basic and important pursuit of human nature is human happiness, of which the most important meaning of "happiness" is the freedom and equality of human beings. Education has value only when it is based on such humanity and human rights. (Yongjun Wu, 2012, Page 4) [26]. "Education first" has become a competitive decision-making in many countries, and the development and guidance of education in China is highly valued by parents and the government. Education has become the most important task and mission of every individual family in Chinese society (Yong Zhu 2020) [28]. It was found that education level has a significant positive effect on the happiness of Chinese urban residents. The highest happiness groups

are those with high school, secondary school and university education. (Jiawen Huang, 2013, Section 5) [29]. The majority of the working population is the largest urban workforce in China, and most of them have a family composition that satisfies the above concept of "family", i.e., having an elderly family and a young family, and raising children is the primary task and responsibility of parents (YiLing Liu, 2018) [30]. Their views on education are very different, and today education has become the most influential factor affecting families or individuals. However, Haidian District has become the best suitable place for such people to land. And it is not only limited to the education of their offspring, but the improvement of educating their own abilities shall also be an important responsibility to themselves.

Haidian District is the most concentrated area in Beijing in terms of educational resources, with a rich variety of educational institutions at different stages. In addition to the fact that Haidian is home to some of China's top universities, office workers from surrounding suburbs such as Changping, Yanqing and Miyun are also gradually moving to Haidian, and they are a group of parents who value their children's education, which has led to the demographic structure of the Haidian district becoming younger and younger, and the learning atmosphere is the root of Haidian, making it an educational powerhouse. In this context, Haidian District, with its strong academic atmosphere, should be the first choice for working people with families. Living in Haidian means that one's child will have access to the best educational resources and teachers, which means that the child's education is guaranteed for the future. The fact that children's education can be solved is also a major factor in promoting happiness. To sum up, the education of children is the first and most important priority for contemporary working people. Secondly, the promotion of education can also improve the happiness of life. Studies have shown that education can improve subjective well-being and there is no gender difference in the return to education, and the difference in the return to education between men and women is smallest when the education level increases to undergraduate and above (Jianbing Wen, 2017, Section 4) [31].

The better the school and the more academic atmosphere is, the better the education the child receives, which fundamentally alleviates the concern of working parents for their children's education and is also beneficial for individual empowerment. Compared with Chaoyang District, Haidian District, which focuses more on academic and educational industry development, can benefit the happiness of working people to a greater extent.

### **5.2. Regional Economic Development**

The quality or quantity of a region's economic

development largely determines the future direction and trend of the region. As a working person, the economic development tendencies and scale of the regional economy are highly valued. The term "Northern Drifters", in a specific sense, refers to those people who come to Beijing from other places and live in Beijing without a Beijing household registration, who either already have a career or are looking for development opportunities. Beijing, as one of the many cities with rapid economic development, has become an ideal place for many working people to work as well as live. The emphasis on regional economic development is one of the essential conditions on the road to progressive happiness. With the macroeconomic development, more people choose to settle in cities with more rapid development, and the type of needs of residents gradually upgrades from materialistic to developmental enjoyment (Lulu Li, 2017, Section 6) [32]. Higher salaries mean better living conditions, freedom to shop, freedom to eat, and freedom to educate children. At the same time higher income implies a higher status, one will meet better people in better cities, and one's horizon will be widened. Studies have shown that the correlation between personal income and overall happiness is stronger in less affluent regions than in more affluent regions (Studies on the relationship between income and happiness in China). For some trivial things in life, low-income people may feel that it is too annoying, while high-income people may feel that it is not worth mentioning, which improves the happiness of life.

To sum up, the rate of economic development and salary level of a region is one of the many decisive factors that are valued by working people and affect their happiness index. Therefore, I believe that Haidian District, which has the highest GDP and higher salary level compared to other districts in Beijing, should be the first choice for this group of people.

## **6. CONCLUSION**

The later part of the article mentioned the two most important aspects for working people: education and economic development. According to such logic, this type of people live in Haidian District, which has a strong academic atmosphere and rapid development, but the fact is that by analyzing the working atmosphere, income and cost of living in Haidian District and Chaoyang District, the author concluded that living in Chaoyang District, which has a lower salary level, has a higher happiness index. What is the cause of this? Is it because money and education have less impact on the happiness index?

It is evident from previous analysis that even when the same people are analyzed using the same measures, the happiness of individuals tend varies and so do the factors that influence it. This means that even if we use the most accurate data to draw conclusions or trends, the results are not entirely accurate because everyone has

different standards and scales in measuring happiness.

As we know from the prior article, the two most important aspects for working people are education and economic development. These people are those who have already started a family and have a certain assessment and perspective on the working environment and salary level. As they grow older, their pursuit and definition of happiness are changing and improving, focusing more on long-term development and spiritual growth, and less on short-term happiness and pursuit since such things are already satisfied.

On the contrary, the Chaoyang District and Haidian District are judged by two factors that affect happiness: work atmosphere and income/cost of living. These two criteria are broader and less restrictive for the entire working population and are applicable to all stages of the working population. However, work atmosphere and cost of living are things that every first-time worker must consider. The definition of happiness for this group is very basic, focusing more on short-term development and benefits and not considering "family values" and other responsibilities that are not required at this stage.

The author therefore concluded that there are two main factors that affect the happiness index of working people: work atmosphere and income/cost of living. However, as time goes by, the individual's understanding of society, definition of happiness and pursuit of life all improve, and these two factors can only play a significant role in the younger workers but cannot be used as a benchmark to measure the happiness index of older workers. For the older group of workers, education and regional economic development become the two major factors affecting the happiness index.

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