







quick as possible. Consequently, they are less interested in additionally paid days off, a fringe benefit regarded very highly by operatives. Despite the fact that working accidents are more common among blue collar workers, they also considered additional insurance as less important. We argue that due to the generally lower level of education among workers there is little awareness regarding this topic.

The empirical results of our study should lead to a change in the minds of HR managers dealing with Chinese employees. Fringe benefits are an important influencing factor to reduce labour turnover in China and raise job satisfaction. Above all, companies should focus on a sophisticated bonus payment program and an elaborated gong ji jin policy. Additionally, as the high rating of additionally paid days off by operatives indicates, fringe benefits aiming on quality of life improvement are becoming more and more important for members of the urban working force.

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