Accepted Manuscript

Social Networks, Job Satisfaction and Job Searching Behavior in the Chinese Labor Market

Ailun Xiong, Hongyi Li, Hans Westlund, Yongjian Pu

PII: S1043-951X(17)30001-9
DOI: doi:10.1016/j.chieco.2017.01.001
Reference: CHIECO 1008
To appear in: China Economic Review

Received date: 7 July 2016
Revised date: 2 January 2017
Accepted date: 2 January 2017

Please cite this article as: Xiong, A., Li, H., Westlund, H. & Pu, Y., Social Networks, Job Satisfaction and Job Searching Behavior in the Chinese Labor Market, China Economic Review (2017), doi:10.1016/j.chieco.2017.01.001

This is a PDF file of an unedited manuscript that has been accepted for publication. As a service to our customers we are providing this early version of the manuscript. The manuscript will undergo copyediting, typesetting, and review of the resulting proof before it is published in its final form. Please note that during the production process errors may be discovered which could affect the content, and all legal disclaimers that apply to the journal pertain.
Social Networks, Job Satisfaction and Job Searching Behavior in the Chinese Labor Market

Ailun Xiong*, Hongyi Li*, Yongjian Pu*, Hans Westlund¹, Yongjian Pu*  
* School of Economics and Business Administration, Chongqing University, Chongqing, China  
¹ Division of Urban and Regional Studies, Royal Institute of Technology (KTH), Stockholm, Sweden  
* Business School, Chinese University of Hong Kong, Shatin, NT, Hong Kong

Ailun Xiong: Joint PhD candidate in School of Economics and Business Administration, Chongqing University and School of urban and regional studies in Royal Institute of Technology. Research area: Social capital, social networks  
Hans Westlund: Professor in School of urban and regional studies, Royal Institute of Technology. Research area: social capital, regional development, social innovation  
Yongjian Pu: Professor in School of Economics and Business Administration, Chongqing University. Research area: Game theory, Social economics.

Abstract: This study first investigates determinants of job searching strategies and then examines if social networks are connected with better job outcomes. Unlike previous studies that focus solely on income, this paper pays more heed to job satisfaction. Based on data drawn from China General Social Survey, we find that disadvantaged job seekers rely primarily on informal channels; whereas experienced and better-educated job seekers tend to search for jobs through formal channels. However, those reaping the largest benefit from using networks are the job seekers who are able to use formal and informal channels jointly. By disaggregating the whole sample, we further find that the promoting effect of network use is contingent on factors such as gender and types of jobs. Network use brings about larger benefits to female and job seekers target to prestigious occupations. Finally, it appears that whether a job seeker can receive influential help depends primarily on the social status of the contacts rather than their tie strength. The results of our paper thus urge us to examine the combination of different searching strategies rather than studying them separately.

Keywords: social networks, job satisfaction, job search, social status

JEL Classification: J28, J46
دریافت فوری متن کامل مقاله

امکان دانلود نسخه تمام متن مقالات انگلیسی
امکان دانلود نسخه ترجمه شده مقالات
پذیرش سفارش ترجمه تخصصی
امکان جستجو در آرشیو جامعی از صدها موضوع و هزاران مقاله
امکان دانلود رایگان ۲ صفحه اول هر مقاله
امکان پرداخت اینترنتی با کلیه کارت های عضو شتاب
دانلود فوری مقاله پس از پرداخت آنلاین
پشتیبانی کامل خرید با بهره مندی از سیستم هوشمند رهگیری سفارشات