

A Study of Workers' Perception of Unemployment Risk Under Employment Priority Strategy: Based on 427 Questionnaires in Beijing

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Abstract. In order to study the unemployment risk perceptions and influencing factors of workers in the context of employment-first strategy and further improve their employment quality, this study used a combination of interview and questionnaire methods to collect survey data from 427 employed persons in Tongzhou District, Beijing, and analyzed the factors influencing unemployment risk perceptions from two perspectives: personal characteristics and job characteristics using advanced statistics (ANOVO). It found that nearly 80% of employed people had unemployment concerns, and that education, type of occupation, nature of unit ownership, and the greatest risk faced by employed people during work had a significant impact on the perceived unemployment risk of employed people. Finally, this paper proposed corresponding countermeasures and suggestions at the government, enterprise, and individual levels, expecting to provide some thoughts and help to improve high-quality employment and enable the implementation of the employment-first strategy going forward.

Keywords. Employment first strategy, unemployment risk perception, high-quality employment, questionnaire survey, Beijing Tongzhou

1. Introduction

In the process of economic transformation and structural adjustment, of economic transformation and structural adjustment, the basic pattern of labor supply exceeding demand in China has led to severe unemployment pressure for a long time. The employment priority strategy was first proposed in the 12th Five-Year Plan (2011), and the 2019 government work report placed the employment priority policy at the macro policy level for the first time. The report of the 19th National Congress proposes that employment is the biggest livelihood, and that we should adhere to the employment priority strategy and active employment policy to achieve higher quality and fuller employment. The 20th Party Congress report clearly proposed to implement the employment priority strategy, employment is the most basic people's livelihood. This year's government work report points out that we should strengthen the policy orientation

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of employment priority and make stable employment a key indicator of economic operation in a reasonable range.

The implementation of the employment priority strategy requires stabilizing employment and preventing a significant increase in unemployment from affecting the physical and mental health of individuals, family life and even social stability.

However, comparing the unemployment rates before and after the epidemic, both nationally, in Beijing and in Tongzhou District, the unemployment rate has increased significantly compared to the pre-epidemic period, making it more difficult to find a job and widespread for workers to worry about employment and unemployment. Nowadays, Tongzhou District has become a sub-center of Beijing city and has a greater prospect of development. Data from the Statistical Bulletin of National Economic and Social Development of Tongzhou District 2022 shows that in 2022, Tongzhou District achieved a gross regional product of 125.34 billion yuan, an increase of 2.8% over the previous year at constant prices. The active construction of Beijing's urban sub-center is a major strategic deployment made by the Party Central Committee with Comrade Xi Jinping at its core, focusing on the connected development of Beijing, Tianjin and Hebei, which is a major plan for the millennium and a national event.

This study empirically investigates the perception of unemployment risk and its influencing factors based on the empirical analysis of questionnaire data from 427 employed persons in Tongzhou District, Beijing.

2. Literature Review

2.1. Related Concepts

Risk perception is a psychological response to a negative or uncertain event and represents a person's cognitive and psychological perception when something, state or vision that is highly valued is threatened [1]. Research on risk perception dates back to the 1960s when Sowby (1965) [2] found that risk acceptability is not only a matter of assessing risk reward per se, but also of taking into account people's subjective scales. Unemployment risk perception is an important branch of risk perception theory based on cognitive psychology [3], which is derived from the concept of job insecurity, but job insecurity is not directly equivalent to unemployment risk perception.

Lange (2013) [4] described job insecurity as the inherent insecurity that individuals face in their careers, with feelings of involuntariness and powerlessness being the central features of job insecurity. Unemployment risk perception, on the other hand, more emphasizes the influence of external factors. For example, Yuan Bo (2021) [5] argues that unemployment risk perception refers to the subjective prediction of incumbents about their own likelihood of unemployment in the future period, which, although very subjective and personal, is obviously based on the work environment and labor market atmosphere. This paper adopts Yuan Bo's definition of unemployment risk perception for this study.

2.2. Foreign Literature Review

The factors influencing the perception of unemployment risk include both the external environment and the individual factors. McClure (2018)[6] draws on economic projections of the future of the digital economy and the literature on the sociology of

technology and emotion to explore whether certain fears about technology exacerbate concerns about unemployment and financial insecurity, finding that new workplace technologies —particularly robotics, artificial intelligence, and technologies not yet understood by people—have an impact on anxiety levels and prospects for employment and financial insecurity. One study noted that older adults, women, and people with lower literacy and lower incomes may be more worried about unemployment from automated robotics and AI technologies [7]. When faced with unemployment, people who are dedicated to their jobs are more likely to find them [8].

A high level of perceived risk of unemployment leads to fear of unemployment, accompanied by a series of social consequences. First, at the individual level, it leads to lower income and reduces consumption, undermines self-confidence, depresses subjective well-being, and negatively affects health[9]. Grafova et al. (2019) [10] noted that unemployment risk perception comes from past experiences of unemployment, which traumatizes the unemployed and ultimately affects their quality of life. Second, at the family level, it may complicate family relationships, negatively affect marital and family functioning, and directly reduce the psychological well-being of spouses [11]. On the corporate side, Guanglu Xu et al. (2023) [12] found that unemployment risk perception was positively related to employee knowledge hiding. Finally, the interaction of psychological, social, cultural, and political factors leads to social amplification of unemployment risk [13], which not only affects people's socioeconomic status but also deprives them of social and cultural participation.

2.3. Domestic Literature Review

There are two ways to measure the risk of unemployment: one is to measure the risk of unemployment from the definition of unemployment. Some scholars measure unemployment risk by "being employed at the end of the previous year, but having no work experience for more than one month in the current year and unable to find a new job" [14], and some scholars measure unemployment risk by "whether the mobile population is unemployed" and "the incidence of unemployment" [15]. Some scholars also measure unemployment risk by "whether the mobile population is unemployed" and "the incidence of unemployment" [15], but they do not reflect the uncertain nature of unemployment risk. Second, unemployment risk is measured based on the possibility of future unemployment of labor force. For example, Yuan Bo operationalized unemployment risk as "how likely do you think you will be unemployed in the next 6 months" [5], which is a subjective measure but a reasonable judgment based on the objective environment you are in. In this paper, the second idea is used to measure the perceived risk of unemployment of employed people.

External influences on the perceived risk of unemployment include emerging technologies, industry classifications, etc. He Qin et al. (2021)[16] suggested that the rapid development and application of artificial intelligence technology has led to concerns about "machine for human" and anxiety about technological unemployment. Wang Jun et al. (2021) [17] showed that the type of employment and the type of industry engaged in influenced the perceived unemployment risk of employed people.

Internal influencing factors include human capital, signing labor contracts, etc. Zang Wei (2022) [18] analyzed the internal pattern of unemployment risk of the mobile population in mega cities based on research data from February to November 2020, and found that factors such as high human capital, signing labor contracts, finance and finance are significant in reducing unemployment risk. Yu Changyong et al. (2021) [19]

showed that health status, education, work experience and skill training have significant effects on the unemployment risk of the labor force. Fan Changyu et al. (2022)[20] analyzed the data based on the "enterprise-worker" matching survey in the manufacturing industry of Guangdong Province and found that the shorter the years of education, the greater the likelihood of workers' technical unemployment concerns.

Studies have shown that high perceptions of unemployment risk can damage individual employees' physical health, lead to emotional exhaustion [21], and at the corporate level can lead to behavioral alienation, reflecting the phenomenon of superficially aggressive and internally negative behavior [22].

2.4. Research Review

Employment is the foundation of people's livelihood. However, there is a more common phenomenon of unemployment worry among employed people in the process of employment which not only has a negative impact on personal performance, family harmony, enterprise development, and society as a whole. Therefore, it would be beneficial for all parties to propose strategies to study and cope with unemployment risk perception. However, through literature combing, it is found that risk perception especially domestic risk perception research is weak, especially empirical research, so this paper explores the factors influencing the unemployment risk perception of employed people based on empirical analysis and enriches the existing research results.

3. Methodology

3.1. Research Design

This paper uses a combination of interview method and questionnaire method to conduct the research. Firstly, by interviewing the head and staff of the public employment service center of Tongzhou District Human Resources and Social Security Bureau in the morning of September 23, 2022, totaling 23,134 words after transferring the text, it was found that the employed people generally have unemployment concerns after combing the interview contents. Then, this study combined the field research data and literature review results to design a 25-question questionnaire to investigate the perception of unemployment risk and its influencing factors among workers in Tongzhou District, including demographic characteristics, such as gender, age and education level, and job characteristics, such as type of occupation and nature of unit ownership. The corresponding question in the questionnaire is "Are you worried about unemployment", and the values are divided into 5 levels from "very anxious and worried" to "very confident". The risk perception of unemployment was assigned to a scale from 1 to 5 in descending order, which is a continuous variable.

3.2. Sample

From November 24 to December 02, 2022, 723 questionnaires were distributed through a combination of online and offline questionnaires, 602 questionnaires were collected, with a recovery rate of 83.26%, excluding 14 invalid questionnaires, 588 valid questionnaires were distributed, with an efficiency rate of 97.67%. In the survey, 427

respondents were "employed" and 161 were not employed, the proportion of employed respondents to all valid questionnaires was 72.6% and the proportion of not employed was 27.4%. In terms of survey format, 369 of the 427 questionnaires were online and 58 were offline.

Among them, the proportion of men was 41.0% and the proportion of women was 59.0%. The age group was mainly concentrated in 21-40 years old, accounting for 60.7%. The highest percentage of education distribution was undergraduate, 47.3%, with 71.9% of workers with education at college and above. Among the employed persons, 48.5% live and work in Tongzhou District, followed by 26.7% live and work in Tongzhou District outside Tongzhou District, 24.8% live and work in other districts of Beijing.

3.3. Statistical Analysis

The questionnaire data were centrally counted and then imported into SPSS.26.0 for systematic data analysis to further understand the demographic characteristics and job factor characteristics of employed persons, the basic situation of unemployment risk perception of employed persons, and further analyze the influence of each factor on unemployment risk perception by one-way ANOVA method and independent sample t-test.

4. Research Findings

4.1. Descriptive Statistical Analysis

Descriptive statistical analysis using SPSS26.0 yielded the following findings:

- The perception of unemployment risk among workers in Tongzhou District is high, and nearly 80% of the employed people have unemployment concerns(Figure 1), among the employed people, the proportion of those who are "somewhat worried" about unemployment is the highest at 31.1%, those who are "very anxious and worried" is 23.7%, and only 9.4% of them are "very confident". Overall, it appears that 327 people, or 76.6%, of employed people have unemployment concerns. The results of the survey on "the biggest risk faced during work" show that the risk of unemployment (income) is the highest, at 46.6%, which also reflects the high perception of unemployment risk among employed people.

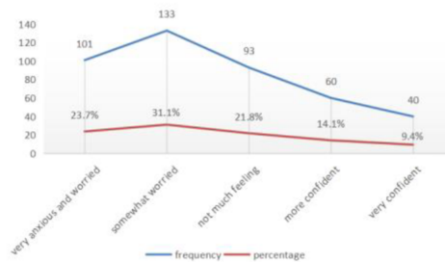


Figure 1. Perceived risk of unemployment among the employed.

- Unemployment risk perception is stronger among employed people aged 31-50. The lower the education level is, the higher the unemployment risk perception is. Those employed in foreign provinces and cities have higher unemployment risk perceptions than those employed in Beijing. The unemployment risk perceptions of workers employed in Tongzhou district are higher than those employed in other districts in Beijing (Table1).

Table 1. Unemployment risk perception of employed persons with different sample characteristics

Sample characteristics	Feature distribution	N	Unemployment risk perception
Age	Under 20 years old	37	2.54
	21~30	116	2.66
	31~40	143	2.38
	41~50	94	2.48
	51~60	35	3
	21~30	37	2.54
Academic qualifications	Graduate Student	18	3.39
	Undergraduate	202	2.43
	College	87	2.4
	Junior college	44	2.73
	High School (Vocational High School, Secondary Technical)	42	2.93
	Junior high school	33	2.45
Account status	Elementary School and below	1	1.00
	Beijing household registration	312	2.57
	Foreign city registration	115	2.48
Employment Place Status	in Tongzhou District	321	2.50
	in other districts in Beijing	106	2.67
Type of employment contract	Signed employment contract	382	2.54
	No employment contract signed	45	2.58

- The most important factor in choosing a job is salary, accounting for 30.4%, followed by job stability, accounting for 21.1%, benefits and social security and career development, accounting for 11.7% and 11.5% respectively.
- Once unemployed or facing unemployment, the percentage of those who have the will to be employed is 88.80%, indicating that most of the unemployed are willing to be employed again, but among the unemployed who have the will to be employed, 48.25% "tried to find a job but did not find one", "faced difficulties in the process of job search and employment " accounted for 54%, indicating that there are difficulties for the unemployed to find jobs. The employment service they need most is "employment recommendation", accounting for 73.43%, followed by employment training and employment assistance, accounting for 53.15% and 51.05% respectively. The re-employment method favors "full-time work", accounting for 53.15%, while "flexible employment" is less popular, accounting for 33.57%.
- All employed and unemployed persons have enjoyed public employment services, among which "vocational skills training, entrepreneurship training and skills identification services" accounted for the highest percentage of 50%, followed by "vocational guidance and job referral services", accounting for 42.69%, and "personnel records management services", accounting for 41.16%. However, 46.6% of the respondents rated the public employment service of Tongzhou Human Resources and Social Security Bureau as "very good".

4.2. Study of factors influencing the perceived risk of unemployment

This paper will investigate the factors influencing the perception of unemployment risk in terms of both demographic factors and job characteristics factors through one-way ANOVA and independent samples t-test.

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4.2.1. Influence of demographic factors on the perception of unemployment risk

Demographic factors include gender, age, education level, household status, place of residence and employment.

The analysis of variance revealed that among the demographic characteristics factors only education has a significant effect on the perceived risk of unemployment among the employed (Table 2).

Table 2. Differential analysis of education and unemployment risk perception

Academic qualifications		Mean	F	Sig.	Whether the difference is significant
Unemployment risk perception	GraduateStudent	3.39	3.009	0.007	Yes
	Undergraduate	2.43			
	College	2.4			
	Junior college	2.73			
	High School (Vocational High School, Secondary Technical)	2.93			
	Junior high school	2.45			
	Elementary School and below	1.00			

There is a significant difference in unemployment risk perception ($p=0.007<0.05$) among employed people with different academic degrees. The lower the academic degree, the higher the unemployment risk perception, but the higher unemployment risk perception of employed persons with bachelor's degree (2.43 points) and employed persons with college degree (2.4 points) may be related to the expansion of colleges and universities and the increasing number of graduates with bachelor's and college degrees.

4.2.2. Influence of job characteristic factors on the perception of unemployment risk

Job characteristics factors include the type of employment contract, type of occupation, risk exposure of the job, and nature of unit ownership.

The one-way ANOVA and independent sample t-test revealed that among the job characteristics factors, the type of occupation, the nature of unit ownership, and the maximum risk faced by the job had significant effects on the perceived unemployment risk of the employed (Table 3 to Table 5).

Table 3. Differential analysis of type of occupation and unemployment risk perception

Type of occupation		Mean	F	Sig.	Whether the difference is significant
Unemployment risk perception	Persons in charge of state organizations, party and mass organizations, enterprises and institutions	2.84	4.126	0	Yes
	Professional and technical staff	2.89			
	Clerical and related personnel	2.48			
	Commercial and service industry personnel	2.33			
	Agriculture, forestry, animal husbandry, fishery, water industry production personnel	2.84			
	Production, transport equipment operators and related personnel	3.04			
	Military	1			
	Other practitioners who are not conventionally classified	2.14			

There is a significant difference in the perception of unemployment risk ($p=0<0.05$) among those employed in different occupational categories (Table 3).

Military personnel (1 point) have the highest level of concern about unemployment. Analysis of their questionnaire information shows that they are all flexibly employed, and the risk of unemployment, pension risk, and job instability, especially the "difficulty in finding a job and getting older" are the main reasons for their high level of concern about unemployment. The level of concern about unemployment is only higher among commercial and service workers (2.33 points) than among military personnel (1 point), which may be related to the high substitutability of jobs and the impact of the epidemic.

The level of concern about unemployment is higher among the heads of state agencies, party organizations, enterprises and institutions (2.84 points) than among production and transportation equipment operators and related workers (3.04 points), this may be related to the country's promotion of streamlining staff in recent years, and the "iron rice bowl" may no longer be stable.

Table 4. Differential analysis of nature of unit ownership and unemployment risk perception

Nature of unit ownership		Mean	F	Sig.	Significance of differences
Unemployment risk perception	(Central, provincial) wholly state-owned	3.32	4.247	0	Yes
	(Local) wholly state-owned	2.49			
	Urban collective ownership	2.80			
	Urban private (including partnerships)	2.29			
	Urban individual (enterprise)	2.25			
	Sino-foreign joint ventures	3.04			
	Foreign-owned enterprises	2.90			
	State-controlled enterprises	2.46			
	Other joint-stock enterprises (including joint-stock owned enterprises)	2.25			
	Rural private enterprise	3.31			
	Rural Individuals	2.06			
	Other	2.29			

There is a significant difference in the perception of unemployment risk ($p=0<0.05$) among employed persons with different nature of employment unit ownership (Table 4).

Rural individuals (2.06) have the highest degree of worry about unemployment, which may be related to the relatively high job substitution rate and low educational level. Workers in (local) wholly-state-owned enterprises (2.49 points) are more worried about unemployment than those in (central and provincial) wholly-state-owned enterprises (3.32 points), which may be explained by the better welfare benefits and employee protection of employees in (central and provincial) wholly-state-owned enterprises.

Table 5. Differential analysis of the biggest risk to the job and unemployment risk perception

The biggest risk to the job		Mean	F	Sig.	Significance of differences
Unemployment risk perception	pension risk	2.88	25.889	0	Yes
	unemployment risk (income risk)	1.98			
	work injury risk	3.3			
	Other	3.48			
	medical risk	2.86			

As seen in Table 5, there is a significant difference between the maximum risk faced by the employed at work and the perceived risk of unemployment ($p=0<0.05$).

The effects on the perception of unemployment risk among employed people in descending order are unemployment risk (income risk) (1.98 points), medical risk (2.86 points), pension risk (2.88 points) and work injury risk (3.3 points). In other words, the

fear of losing income source and threat to livelihood is the most important reason for employed people to worry about unemployment.

5. Conclusions and Recommendations

The results of this study show that nearly 80% of the employees are worried about unemployment. The factors that influence the perception of unemployment risk of the employed are education, type of occupation, nature of ownership, and the greatest risk faced by the employed during their working life. The lower the education level, the higher the perceived unemployment risk, but the higher the perceived unemployment risk of the college degree. Military, business and service workers are more worried about unemployment than other occupations. The rural individuals worry the most about unemployment. Unemployment risk (income risk) has the greatest impact on the unemployment fear of the employed.

As a result of the above analysis and discussion, this study provide recommendations for policymakers, employers, and individuals to address unemployment concerns and improve job security, enhancing the relevance and applicability of the study.

- Government level: strengthen employment services and enhance the level of public employment services. The results of data analysis show that job seekers are willing to find employment but have difficulties in the process of seeking employment, and urgently need the government to provide employment recommendation, employment training and employment assistance services to help them achieve employment faster and better. Therefore, relevant departments should strengthen employment services for job seekers, especially employment recommendation, employment training services and employment assistance services for low education job seekers and undergraduate and specialist job seekers, military personnel, commercial and service workers and rural individuals.
- Enterprise level: provide competitive salary, set up reasonable entry and exit mechanism, and improve employees' job stability. The most important career choice factor for employees is the salary level, followed by job stability, therefore, enterprises should raise the salary level of employees within a reasonable range to enhance their competitiveness in the market, and at the same time set up a reasonable entry and exit mechanism to ensure the entry and exit of employees with a corresponding system to improve their work stability.
- Personal level: change the concept of employment and adjust the way of employment. Job seekers prefer to choose full-time jobs, and are not very welcome to flexible employment methods. Combined with the new economy and new industry, flexible employment is also a good employment choice, but the employment security of flexible workers need to be strengthened.

6. Research Shortcomings and Future Prospects

This study is mainly aimed at the employed people in Tongzhou District of Beijing, and the results of this study may not be fully generalized to other areas. In addition, there may be sample bias and self-report bias. In addition, the study did not compare the results

with existing research on unemployment risk perception in other regions or countries in order to explore potential cultural or contextual factors that influence job security.

Future research could explore the perception of unemployment risk in different contexts to gain a more comprehensive understanding of the factors that influence job security. It is also possible to investigate the effectiveness of specific interventions or policies in reducing the perceived risk of unemployment, examine long-term trends in job security, or explore the role of technology and automation in shaping perceptions of job stability. In addition, future research could integrate qualitative methods to gain a deeper understanding of the experiential, emotional, and underlying factors that influence an individual's perception of unemployment risk. Furthermore, exploring the potential impact of unemployment risk perception on individuals' mental health, job satisfaction, and overall quality of life will give us a more comprehensive understanding of the impact of job insecurity on individuals' lives.

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