**THE INFLUENCE OF EMPLOYEE CONSCIOUSNESS AND
CORPORATE ENVIRONMENT ON THE QUALITY OF WORK**
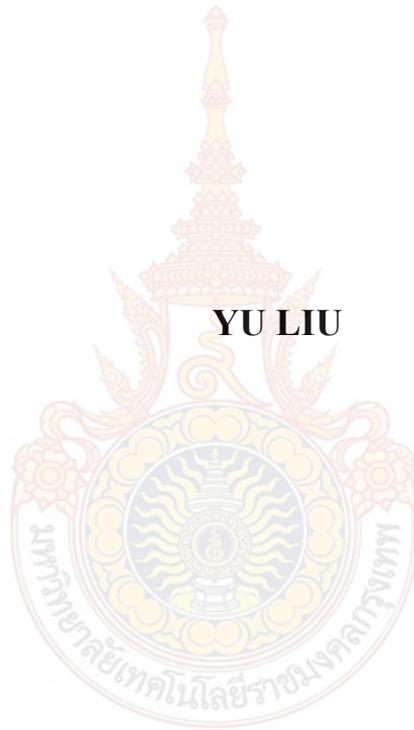
YU LIU

**A THESIS SUBMITTED IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR THE DEGREE OF
MASTER OF MANAGEMENT IN MANAGEMENT SCIENCE
INSTITUTE OF SCIENCE INNOVATION AND CULTURE
RAJAMANGALA UNIVERSITY OF TECHNOLOGY KRUNGTHEP
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ABSTRACT

This study examines the impact of demographic factors, employee consciousness, and corporate environment on work quality, with a refined focus on the dominant role of corporate policies and organizational culture. Utilizing a questionnaire survey across various industries and regions, the research identifies key factors that shape employee performance. The findings reveal that education level and geographic location have a significant impact on work quality, whereas gender and income have no notable effect. Additionally, employee job satisfaction and professional identity are strong predictors of performance, whereas work attitudes and self-efficacy exert limited influence. Most critically, the corporate environment—specifically, organizational culture and HR policies—plays the most decisive role in shaping work quality. In contrast, the physical work environment and social interactions among employees make only a modest contribution. These results provide empirical support for HR strategies that prioritize structured leadership, clear policies, and region-specific workforce management to enhance job performance and organizational effectiveness.

Keywords: Quality of Work, Employee Consciousness, Corporate Environment

ACKNOWLEDGEMENTS

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CHAPTER I
INTRODUCTION

1.1 Background and Statement of the Problem

1.1.1 Background of the Study

Organizations today face unprecedented challenges and opportunities amid globalization and rapid digital transformation. The continuous evolution of technology, shifting workforce expectations, and increasingly competitive markets demand that companies adopt innovative business models and adaptive strategies to maintain their operational efficiency and long-term success. Central to these efforts is the quality of work, a critical factor in determining an organization's competitiveness, employee productivity, and overall sustainability.

While multiple factors contribute to work quality, this study focuses on two primary influences: employee consciousness and the corporate environment. Employee consciousness, encompassing professional values, job satisfaction, and motivation, directly affects performance and engagement. Previous research, such as Bandura's (1997) work on self-efficacy, has demonstrated that employees with strong confidence in their abilities are more likely to meet performance expectations. However, new findings from this study suggest that while individual motivation is essential, it is the corporate environment—particularly organizational culture and management policies—that plays the most significant role in shaping work quality.

The corporate environment is a broad construct that includes organizational culture, leadership styles, HR policies, and work structures. Recent studies, including those by Kotter (1992), highlight how an organizational culture that fosters clarity, structure, and employee engagement can drive superior performance. Findings from this research reinforce this idea, showing that clear management policies, fair reward systems, and structured HR strategies have a greater impact on work quality than

physical workspaces or social environments. Contrary to some earlier assumptions, the physical work environment and social interactions among employees were found to have minimal direct influence on work performance.

This study, therefore, aims to redefine the relationship between employee consciousness and the corporate environment by emphasizing the dominant roles of corporate culture and HR policies over other workplace factors. By analyzing these elements, this research provides insights that can help organizations develop targeted HR strategies, improve employee satisfaction, and optimize workforce productivity.

In light of these findings, organizations are encouraged to prioritize structured leadership, well-defined policies, and employee development programs over mere environmental enhancements. A strong corporate culture and transparent HR policies can drive long-term success by aligning employee motivation with organizational objectives. These principles align with Deci & Ryan's (2000) Self-Determination Theory, which suggests that when employees experience autonomy and a sense of purpose in a structured environment, they are more likely to thrive professionally.

Furthermore, regional workforce differences have emerged as a significant factor in shaping work quality. The study indicates that employees in different geographic locations perceive work quality differently due to variations in local work cultures and economic conditions. This underscores the need for HR policies that are adaptable to different workforce demographics rather than one-size-fits-all strategies.

By focusing on the strategic interplay between corporate culture, employee motivation, and HR management, this study contributes to the growing body of knowledge on how organizations can maximize workforce potential and sustain competitive advantages in an ever-evolving global market. The results offer practical insights for HR professionals, corporate leaders, and policymakers seeking to improve employee engagement and operational efficiency through evidence-based workplace strategies.

1.1.2 Rationale of the Study

This study is grounded at the intersection of human resource management, organizational behavior, and social psychology, focusing on the impact of demographic factors and the corporate environment—encompassing employee consciousness and corporate culture—on the quality of work. These elements are integral to the fabric of organizational life and profoundly influence employee behavior, attitudes, and performance.

Demographic factors such as age, gender, and educational background influence work attitudes, career aspirations, and the alignment of individual goals with organizational objectives (Tarigan, 2021). For instance, employees with diverse educational backgrounds may exhibit varying levels of adaptability to technological innovations, which can affect their work performance.

Employee consciousness, which includes work attitude, professional values, and self-efficacy, is a pivotal internal factor that directly influences an individual's motivation and behavior. Employees with a strong sense of self-efficacy are more inclined to embrace challenges and strive for excellence, contributing positively to their performance.

The corporate environment, including the company's culture, management policies, and work setting, forms the external context within which employees operate. This environment shapes the workplace dynamics and significantly impacts employee behavior and performance. A corporate culture fostering openness, innovation, and teamwork will likely ignite creativity and camaraderie among employees, thereby enhancing performance.

The rationale for this study is to uncover the intricate interplay between employee consciousness and the corporate environment and how these factors collectively contribute to the quality of work. By examining these relationships, the study aims to provide empirical evidence that can inform the development of more effective human resource strategies and organizational policies.

Understanding the nuances of how demographic factors intersect with employee consciousness and the corporate environment will enable organizations to create a conducive work setting that leverages the full potential of their workforce (Guo, 2022). This, in turn, can lead to improved work quality, increased job satisfaction, and a more harmonious organizational culture that propels the enterprise toward sustained success and growth.

1.1.2.1 Theoretical Basis

The theoretical underpinnings of this study are informed by a confluence of established psychological and sociological theories that offer a comprehensive framework for examining employee behavior and motivation within the context of demographic factors and the corporate environment. Integrating these theories provides a robust foundation for understanding the multifaceted nature of work quality (Xu, 2022).

Maslow's hierarchy of needs theory is instrumental in this study, highlighting the progression of human needs from basic physiological requirements to the pursuit of self-actualization. This hierarchy underscores the importance of aligning employee needs with organizational support, facilitating a conducive environment for job satisfaction and enhanced performance.

Herzberg's two-factor theory extends the discussion by differentiating between motivators and hygiene factors in the workplace. The theory posits that while motivators can increase job satisfaction and superior performance, hygiene factors are essential to prevent dissatisfaction. This distinction is critical for understanding the dual nature of workplace factors that contribute to overall work quality.

McClelland's theory of achievement motivation introduces the concept of individual differences in the drive for achievement and the setting of ambitious goals. It suggests that employees with a high need for achievement are more likely to seek challenges and strive for excellence, which can significantly impact their work performance.

Moreover, this study incorporates additional theoretical perspectives that consider the impact of the corporate environment on the quality of work. Theories such as Schein's organizational culture model emphasize the role of shared values, beliefs, and norms in shaping employee behavior and the work environment. Tuckman's stages of group development provide insight into the evolution of team dynamics and their influence on performance.

By synthesizing these theories, this study aims to provide a nuanced exploration of the factors influencing the quality of work. The theoretical framework guides the research design, data analysis, and interpretation of findings, ensuring a well-rounded understanding of the complex interplay between individual characteristics, corporate culture, and work outcomes.

This integrative approach to the study's theoretical basis ensures that the investigation is not only deeply rooted in academic rigor but also practically relevant to organizational strategies aimed at optimizing work quality and fostering a productive work environment.

1.1.2.2 The Empirical Study

A review of the existing literature reveals a notable correlation among demographic factors, employee consciousness, the corporate environment, and the quality of work. However, the precise mechanisms and pathways of influence remain underexplored. For instance, age and gender can influence work attitudes and expectations, affecting performance. Similarly, job satisfaction and self-efficacy, as aspects of employee consciousness, directly impact work motivation and behavior (Zhao, 2015). Corporate policies and culture indirectly shape the work environment, affecting performance levels.

Despite these insights, the interactive dynamics among these factors and the conditions that heighten their effects require further empirical investigation to be fully understood. This study aims to address these gaps, providing a clearer understanding of how demographic and organizational factors converge to influence

the quality of work.

1.1.2.3 Perspective of Organizational Behavior

From an organizational behavior standpoint, the quality of work is shaped by the interplay of personal traits, the work environment, and organizational culture. Personal attributes—including personality, skills, and values—dictate how individuals adapt to and engage with their work setting (Wu, 2022). The work environment, encompassing conditions, team dynamics, and leadership, directly impacts work experience and output. Organizational culture, defined by corporate values and norms, exerts an indirect yet significant influence on guiding employee behavior and performance.

Organizational behavior theories highlight the complex interactions among these elements, offering a holistic view of the drivers of work quality. This perspective is crucial for deciphering how various factors integrate to affect productivity and efficiency in the workplace.

1.1.2.4 Social Psychology Perspective

Social psychology theory emphasizes the influence of social identity, group norms, and role expectations on individual behavior, factors that also play an essential role in the work environment. Social identity theory holds that an individual's self-concept partly stems from the identity of the belonging group, and this sense of identity affects the individual's behavior and performance (Cheema & Afsar, 2020). For example, an employee who identifies with the "innovator" group may be more inclined to adopt innovative work methods to improve performance. Group norms, the commonly accepted behavioral standards in teams or organizations, significantly impact individual behavior. Role expectations, the behavior patterns individuals should exhibit in a specific social role, also influence work behavior and performance. Social psychology theory provides an in-depth perspective for understanding employee behavior in an organization. It helps enterprises design more effective team-building and leadership strategies to improve the quality of work.

1.2 Research Questions

This study aims to explore the key factors influencing work quality, with a refined focus on the dominant role of organizational culture and HR policies over physical work environments. Given the updated findings, the research questions have been adjusted to reflect the most influential variables:

- **RQ1**: How do the demographic factors influence the quality of work?
- **RQ2**: How does employee consciousness influence the quality of work?
- **RQ3**: How does the corporate environment influence the quality of work?

These questions guide the study in identifying the most significant drivers of work performance and developing effective HR and corporate strategies.

1.3 Research Objectives

The objectives of this study have been refined to better align with the latest findings, which highlight the dominant role of corporate policies and culture over other workplace factors:

(1) The difference in demographic factors generates differences in the quality of work.

(2) Employee consciousness influence on the quality of work.

(3) Corporate environment influence on the quality of work.

These objectives provide a structured approach to understanding how individual characteristics, motivational factors, and workplace policies interact to shape employee performance. The study aims to offer actionable insights for organizational development and workforce optimization by emphasizing strategic HR management and leadership practices.

1.4 Research Framework

The research framework for this study has been refined to reflect the dominant influence of corporate culture and HR policies over other workplace factors. It examines the multifaceted influences on work quality, with a particular emphasis on three key dimensions.

• Demographic factors focus on individual attributes such as education level and geographic location, as they have been found to significantly impact work quality. Gender and income, initially considered influential, were found to have no statistically significant impact and are therefore de-emphasized in the framework.

• Employee consciousness, including job satisfaction and professional identity, was found to be a significant predictor of work quality. Work attitudes and self-efficacy, previously assumed to be critical, were found to have limited direct impact, leading to a refined emphasis on the more influential aspects of employee motivation.

• The corporate environment plays a primary role in shaping work quality, and the study confirms that organizational culture and structured HR policies are the most influential factors. Physical work environment and social settings, once considered essential, were found to have minimal direct influence on work quality.

The research framework maps out the relationships among these variables, illustrating the strong mediating effect of corporate environment and HR policies on work quality. The framework is built on theoretical insights from organizational behavior, social psychology, and HR management, along with empirical data from surveys and case studies. By applying this revised framework, the study offers a structured and evidence-based model for understanding how corporate policies, employee motivation, and demographic contexts interact to shape work quality. The findings provide a practical foundation for organizations to optimize HR strategies and enhance workforce performance in a competitive global market.
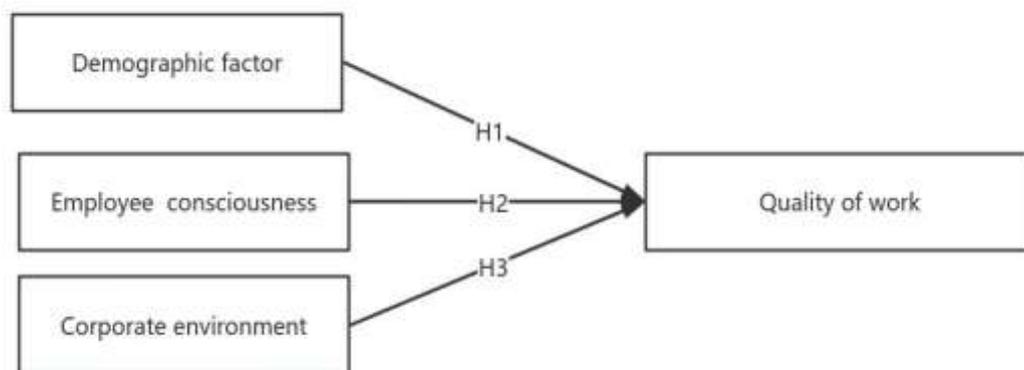
Figure 1.1 Research Framework of this Study

1.5 Research Hypothesis

Hypothesis 1 (H1): There are significant differences in the quality of work based on employees' demographic characteristics.

Hypothesis 2 (H2): Employee consciousness has a significant positive influence on the quality of work.

Hypothesis 3 (H3): The corporate environment significantly influences the quality of work.

1.6 The Scope and Limitation of the Study

This study investigates the impact of demographic factors, employee consciousness, and corporate environment on work quality across diverse industries. The research applies to sectors such as manufacturing, services, and information technology, offering broad insights into workplace efficiency and employee performance. While initially conceived as a general exploration of workplace influences, the findings refine the focus to education, regional differences, corporate culture, and HR policies as the most significant determinants.

A major limitation of this study is the potential for sampling bias, despite

efforts to ensure diversity and representativeness. The possibility of over-representation or under-representation of specific industries or workforce segments could affect the generalizability of the findings. Additionally, the study relies on self-reported data, which may introduce response biases, such as social desirability, in which participants provide answers that align with perceived expectations rather than their actual experiences.

The study also faces challenges in controlling confounding variables, as multiple external factors influence work quality beyond those analyzed. While the research accounts for key variables, such as job satisfaction and HR policies, it is impractical to isolate every factor affecting employee performance. Thus, findings should be interpreted with caution, recognizing that other unmeasured influences may have played a role.

Despite these limitations, this study contributes valuable knowledge to human resource management and organizational development by identifying the most effective strategies for enhancing work quality. The results provide a foundation for future research exploring additional factors, such as work-life balance, technological integration, and industry-specific HR adaptations, to further refine organizational policies to improve the workforce.

1.7 Definitions of Key Terms

1.　Demographic factor - Refers to individuals' essential characteristics, including age, gender, educational background, etc. These factors may affect an individual's work attitude, career development, and adaptability within the organization.

2.　Employee consciousness covers employees 'work attitudes, professional values, self-efficacy, etc. These consciousness factors directly affect individuals' work motivation, career satisfaction, and behavioral performance.

3. Corporate Environment - The corporate environment is defined by the organizational culture, policies, and philosophy that govern workplace behavior. This encompasses the company's values, norms of conduct, and incentive systems, collectively creating an atmosphere that can significantly affect employee behavior and performance.

4. Quality of Work pertains to the standard and excellence of employees' output. It is a critical indicator of employee effectiveness, reflecting the alignment of individual efforts with organizational objectives. The quality of work encompasses various aspects, including the accuracy, reliability, and innovation inherent in job performance. It also considers employees' ability to meet or exceed performance standards, their adherence to deadlines, and their contributions to the overall excellence of the organization's products or services.

1.8 The Benefits of the Study

1.8.1 Theoretical Significance

This study provides a new perspective and empirical basis for examining RM theory and organizational behavior by deeply exploring the relationships among demographic factors, employee consciousness, company regulations and ideas, and work quality. The research results help enrich the theoretical system in related fields and promote the integration and development of interdisciplinary theories.

1.8.2 Practical Significance

The findings will provide practical guidance for enterprise managers to more accurately identify and understand the key factors affecting work quality, and to develop more effective human resource management strategies and organizational development plans. This is conducive to improving work quality and job satisfaction within the enterprise, building a harmonious and efficient working environment, promoting the enterprise's sustainable development, and enhancing competitive

advantage.

Based on the above analysis and discussion, this study aims to provide a comprehensive understanding of the factors influencing the quality of work and to offer theoretical guidance and practical advice to business managers and HR professionals to promote the improvement of work quality and the sustainable development of the organization.

CHAPTER II
LITERATURE REVIEW

2.1 Related Theories

2.1.1 Demographic Factor

As a critical branch of the social sciences, demography provides essential information for understanding social structure and change by quantitatively describing populations and their characteristics. Demographic data reflect population diversity and serve as a rich source for social science research, particularly in human resource management and organizational behavior (Marques, 2006). These data encompass gender, age, marital status, family size, occupation, educational background, income level, nationality, ethnicity, race, religion, place of residence, and home ownership, collectively forming the multifaceted characteristics of the population. In this study, five dimensions—gender, age, educational background, monthly net income, and urban residence—are focused on to explore their potential impact on employee performance.

Gender

Sex differences manifest in the workplace, with gender factors playing a crucial role, from career choice and promotion opportunities to work attitude and teamwork. It is suggested that women may encounter more career barriers in some industries, encompassing the "glass ceiling" effect of promotion, highlighting the intricate role of gender in job performance and career development (Chen, 2024). Gender disparities may stem from the confluence of social role expectations, educational backgrounds, and cultural factors that synergistically influence individual performance and workplace opportunities.

Age

Age is another pivotal demographic variable, closely linked to work experience, career development, and individual work motivation. Employees across age

groups may exhibit significant differences in work attitude, technology acceptance, and work expectations. It is found that older employees are inclined to prioritize work stability and work-life balance. This preference might be related to their wealth of experience and mature career perspective, but it also mirrors the potential impact of age on work attitude and performance (He, 2023).

Educational Background

As a crucial gauge of individual knowledge and skills, educational level directly influences career development and job performance. Higher education often correlates with superior problem-solving, innovative thinking, and professional skills that enhance performance. A positive correlation between educational background and work performance is revealed, underscoring that education not only imparts knowledge and skills but also shapes personal work attitudes and values. These elements collectively affect employee performance (Li & Duan, 2019).

Monthly Net Income

Income level not only reflects employees' economic status but also serves as a critical indicator of job satisfaction and professional achievement. Higher income might enhance work motivation, yet it can also increase work pressure and expectations, affecting performance. The impact of income level on employee motivation and satisfaction is discussed, recognizing the intricate relationship between income and job performance and highlighting its significance as a motivational factor in the workplace (Chen et al., 2023).

Location (City Life)

The urban living environment significantly influences staff work-life balance. The city's cost of living, employment opportunities, and cultural diversity may all affect employees' work attitudes and performance. Urban dwellers might confront heightened life pressures but have more career advancement prospects. The influence of the urban living environment on employee work performance is analyzed, highlighting that its diversity and fast pace may facilitate innovation and adaptability.

However, it can also exacerbate work-life conflicts, impacting work attitude and performance (Nie & Liu, 2023).

2.1.2 Employee Consciousness

Employee consciousness covers many aspects of work attitude, values, self-efficacy, job satisfaction, and professional identity, directly affecting employee motivation, behavior, and performance.

Work Attitude and Self-efficacy

The positive impact of work attitude and self-efficacy on employee performance is emphasized, suggesting that a positive attitude and a high level of self-efficacy can substantially enhance work performance (Zhang, 2023). Work attitude indicates work motivation and perspective, whereas self-efficacy represents an individual's confidence in accomplishing work tasks. Both are crucial psychological factors that influence employee work performance.

Job Satisfaction and Professional Identity

The roles of job satisfaction and professional identity in employee performance are discussed, with findings indicating that high job satisfaction and a robust professional identity can invigorate work motivation and foster teamwork and innovation (Zhao et al., 2020). Job satisfaction reflects employees' contentment with the work environment, job content, and working conditions, while professional identity signifies individuals' alignment with their professional role. Both are pivotal factors that impact employees' work performance and organizational loyalty.

Personal Values and Internal Motivations

Attention is focused on the influence of personal values and internal motivations on employee behavior, asserting that these factors drive work performance (Lin & Chen, 2023). Personal values encapsulate an individual's fundamental beliefs about work and life, while internal motivation embodies an individual's interest and passion for the job. These two elements collaborate to affect employees' work attitudes and performance.

2.1.3 Corporate Environment

Corporate Environment is a key factor in shaping the work environment and organizational culture, profoundly impacting employee behavior and performance.

Organizational Culture and Climate

Organizational culture refers to the shared values, beliefs, and norms that shape employees' behavior and mindset within a company. It encompasses the mission, vision, and core principles that guide the organization's operations and strategies. A positive and supportive culture can foster a sense of belonging, enhance job satisfaction, and motivate employees to contribute to their full potential. For example, a culture emphasizing innovation and teamwork can improve collaboration and creative problem-solving (Schein, 2010).

Policies and Management Practices

Management's policies and practices significantly shape the corporate environment. These include human resource policies, such as recruitment, training, performance evaluation, and reward systems. Effective management practices can create a conducive work environment that supports employee growth and development. For instance, transparent communication policies and fair appraisal systems can increase trust and employee engagement (Kotter, 1990).

Physical and Social Work Environment

The physical environment, including the workspace layout, ergonomics, and technological infrastructure, is crucial to employee comfort and productivity. A well-designed workspace can reduce stress and enhance concentration, improving work outcomes. Additionally, the social environment, characterized by relationships among colleagues and a supportive community, can significantly affect an individual's work experience. A workplace that promotes positive social interactions and a sense of camaraderie can improve employee morale and job satisfaction (Oldham & Brass, 1976).

2.1.4 Quality of Work

Work quality is a pivotal measure that encapsulates the excellence and effectiveness with which tasks are executed within an organizational context. It is widely acknowledged for its impact on organizational reputation, customer satisfaction, and market positioning. Pursuing superior work quality is inherently linked to employees' competencies and dedication to their roles, as well as to the supportive structures and strategic management practices that organizations implement.

Defining work quality involves considering the conformance to standards, the fitness for purpose, and the ability to meet customer expectations and needs. It is a multifaceted construct that includes, but is not limited to, the precision, reliability, and innovation inherent in the products or services delivered (Tarigan, 2021). The significance of work quality cannot be overstated; it is a determinant of sustainable competitive advantage and a reflection of an organization's commitment to operational excellence.

Many factors influence the quality of work, ranging from employees' skill sets and proficiency to the work environment's ergonomics and technological support. A culture of continuous learning and professional development is paramount for equipping employees with the knowledge and skills necessary to perform at optimal levels. Moreover, the organizational commitment to providing a conducive work environment, streamlined processes, and accessible resources is crucial in fostering a quality-centric work ethos.

Assessing and measuring work quality is a multidimensional endeavor that leverages a range of methods, from direct customer feedback and internal quality audits to statistical process controls and employee self-assessments. These assessments provide insights into current work quality and identify areas for improvement, thereby informing strategic initiatives to enhance performance.

Strategies for improving work quality are vast and often tailored to the unique contexts of individual organizations. They may encompass targeted employee

training programs, the adoption of advanced technologies, the optimization of operational processes, and the establishment of robust incentive systems that reward high-quality performance. Cultivating a continuous improvement culture, supported by leadership and embedded in the organizational DNA, is vital in this quest.

Work quality and organizational performance are symbiotic; high-quality work outputs contribute to improved operational efficiency, customer loyalty, and market success. Organizations that prioritize work quality will likely experience enhanced brand reputation, increased customer retention, and a stronger foothold in their competitive landscape.

In the realm of competitive advantage, work quality emerges as a differentiating factor that sets organizations apart from their peers. By delivering high-quality products and services, organizations can capture a larger market share, attract a discerning customer base, and achieve sustainable growth.

The literature on work quality is replete with examples and studies that underscore its importance across various industries and contexts. It offers a rich tapestry of theoretical frameworks, empirical evidence, and practical insights that guide organizations in pursuing excellence. As the business landscape evolves, the focus on work quality remains a constant, reflecting the enduring significance of performance excellence in the global marketplace.

2.2 Related Studies

2.2.1 Demographic Factor

Demographic factors, including gender, age, educational background, income level, and place of residence, profoundly impact employees' work attitudes, career development, and performance. It is noted that gender differences influence career choices and promotion opportunities and may affect work attitude, teamwork, and leadership style (Zhang, 2023). The close relationship among age, work experience,

career development stage, and work motivation is emphasized, highlighting the potential impact of age on work attitudes and expectations (Wang & Jin, 2016). Moreover, a positive correlation between educational level and enhanced problem-solving ability, innovative thinking, and professional skills is observed, underscoring the direct impact of educational background on career development and work performance (Zhao, 2015). The influence of income level on employees' work motivation and satisfaction is discussed, highlighting that income is not merely a reflection of economic status but also a critical indicator of job satisfaction and professional accomplishment (Zhang, 2024). Furthermore, the influence of living location on work performance and life balance is analyzed, highlighting that urban residents may face high living costs and the need to balance career development with these costs (Liu, 2024).

2.2.2 Employee Consciousness

Employee consciousness, encompassing work attitude, values, self-efficacy, job satisfaction, and professional identity, is a pivotal psychological factor shaping employee performance and organizational loyalty. The positive impact of work attitude and self-efficacy on employee performance is highlighted, with a positive attitude and a high degree of self-efficacy significantly enhancing work performance (Li, 2023). The role of job satisfaction and professional identity in employee performance is discussed, revealing that a high degree of job satisfaction coupled with a strong professional identity can invigorate employees' work motivation, facilitating teamwork and innovation (Ma, 2023). Furthermore, the influence of personal values and intrinsic motivation on employee behavior is emphasized, suggesting that aligning them is a key driver of work performance. This alignment can foster employees' self-actualization and career fulfillment (Zhao, 2022).

2.2.3 Corporate Environment

The corporate environment, a critical construct in organizational studies, shapes the context within which employees operate, significantly influencing their

behaviors, attitudes, and performance. The organizational culture, the sum of shared values, beliefs, and norms, provides a framework for interaction and collaboration among employees, guiding their daily work practices and shaping their perceptions of the workplace.

At the heart of the corporate environment is the culture that fosters employees' sense of identity and belonging. This culture is manifested through the organization's mission, vision, and core values, which provide direction and inspire and motivate employees to align their efforts with the company's strategy (Objectives, 2020). A positive culture that encourages innovation, teamwork, and ethical conduct can significantly enhance employee engagement, satisfaction, and commitment, thereby improving performance and productivity.

Moreover, the physical environment, including workspace design, ergonomics, and technological infrastructure, plays a crucial role in employee comfort, well-being, and efficiency. A well-planned physical environment can reduce distractions, promote collaboration, and make it easier for employees to perform their tasks, thereby contributing to higher-quality work outputs.

In addition to the physical setting, the social environment within the organization, characterized by the relationships and interactions among colleagues, managers, and support staff, is equally important. A supportive social environment that encourages open communication, mutual respect, and trust can create a positive atmosphere where employees feel valued and empowered to contribute their best efforts.

Furthermore, the corporate environment is also defined by the policies and practices that govern the workplace. These include human resource policies on recruitment, training, performance evaluation, and rewards, as well as operational policies that ensure consistency, fairness, and transparency across all aspects of the organization's functioning. Effective management practices aligned with the

organization's culture and values can create a conducive work environment that supports employee growth, development, and optimal performance.

The corporate environment, therefore, is a multifaceted concept encompassing the workplace's cultural, physical, social, and policy dimensions. By deliberately cultivating and nurturing a positive corporate environment, organizations can harness the full potential of their human resources, leading to enhanced productivity, innovation, and success in achieving their business goals.

The literature on corporate environments is extensive, offering many insights into the factors that contribute to a healthy and productive workplace. It highlights the importance of aligning organizational practices with the desired culture, the need for continuous improvement in the physical and social aspects of the workplace, and the role of effective policies and management in shaping employee behavior and performance. As organizations strive to create the best possible work environment for their employees, understanding and applying the principles from this body of research is essential.

2.2.4 Quality of Work

Work quality is a fundamental performance measure that reflects the excellence and effectiveness of the tasks and projects undertaken within an organization (Zhao, 2023). It is a comprehensive indicator encompassing various aspects of job execution, including accuracy, consistency, reliability, and the ability to meet or exceed predefined standards and customer expectations.

Work quality is inherently linked to the skills, knowledge, and motivation employees bring to their roles. Employees with high expertise in their field are better equipped to deliver work products of superior quality (Zhang, 2019). Continuous learning and professional development are essential for maintaining a workforce capable of producing high-quality outcomes.

Moreover, the work environment plays a critical role in determining output quality. A supportive and well-equipped environment can significantly enhance

employee productivity and the quality of their work (Li, 2023). This includes access to up-to-date technology, a well-organized workspace, and ample resources necessary for task completion.

The role of management in fostering a culture that values quality cannot be overstated. Leadership that emphasizes quality, sets clear expectations, and offers constructive feedback can significantly influence employees' efforts to deliver high-quality work. (Sun, 2022) Additionally, incentive systems that reward quality performance can motivate employees to strive for excellence.

Assessing work quality involves a combination of qualitative and quantitative methods. These may include direct observation, peer reviews, customer feedback, and quality metrics and benchmarks. Regular assessments can provide valuable insights into areas for improvement and help organizations maintain high standards.

Strategies to improve work quality are as diverse as the organizations themselves. Common approaches include investing in employee training and education, streamlining processes to eliminate unnecessary steps, implementing quality management systems, and encouraging a culture of continuous improvement.

The pursuit of work quality is not just about operational efficiency but also about organizational reputation and customer trust (Deng, 2021). High-quality products and services build a positive brand image and foster long-term customer relationships, which are crucial to the sustained success of any business.

In conclusion, the quality of work is a multifaceted concept shaped by individual capabilities, organizational support, and leadership priorities. It is a critical component of work quality and a key driver of organizational success in a competitive marketplace. The body of literature on work quality provides a rich understanding of the factors that contribute to high-quality outcomes and offers practical guidance for organizations seeking to enhance the caliber of their workforce's output.

2.3 General Background of the Research

In the context of globalization and digital transformation, enterprises are facing unprecedented challenges and opportunities. With the rapid development of science and technology and the globalization of markets, enterprises need innovative business models and efficient technology applications to adapt to a rapidly changing market environment and build an agile, adaptable staff team to ensure the organization's flexibility and competitiveness. In this process, employee performance has become a key indicator of the enterprise's operational efficiency and market performance, directly affecting its long-term development and the achievement of strategic goals.

The quality of work reflects individual ability and effort, as well as the effects of the working environment, teamwork, and organizational management. High-performance employees usually have excellent work quality, efficiency, and innovation, creating greater value for the enterprise and promoting organizational innovation and competitiveness. Therefore, an in-depth study of the key factors affecting work quality is of great significance to enterprises seeking to enhance overall competitiveness, optimize human resource management, and promote sustainable organizational development.

Demographic factors, employee consciousness, company regulations and ideas, and quality of work constitute the core content of this study. Demographic characteristics, including gender, age, educational background, income level, and place of residence, profoundly affect employee work attitudes, career development, and performance. Employee consciousness, such as work attitudes, values, self-efficacy, job satisfaction, and professional identity, is a key psychological factor driving the quality of work. The company's regulations and ideas shape the working environment and organizational culture, profoundly influencing employee behavior and performance. At the same time, quality of work is a key measure of quality of work and contribution to organizational goals.

In the current economic environment, enterprises must constantly adapt to

changes to maintain their competitive advantage. This requires enterprises to pay attention to market trends, technological innovation, and the development and management of human resources. By analyzing key factors affecting work quality, companies can develop more effective strategies to improve it, including targeted training and development plans, optimized work environments and team structures, fair incentives and performance evaluation systems, and a positive corporate culture and values.

Moreover, as workplace diversification and employee needs become increasingly personalized, businesses need more flexible, inclusive management strategies to meet the needs of employees with diverse backgrounds. This includes offering a variety of career development paths, supporting work-life balance, promoting an equitable and inclusive work environment, and fostering open and transparent communication.
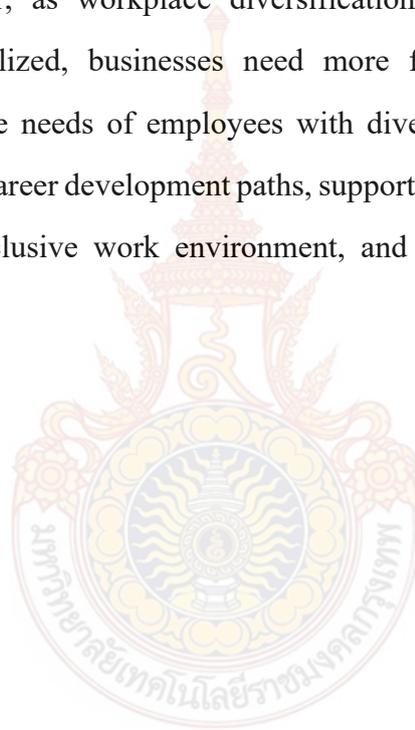
CHAPTER III
RESEARCH METHODOLOGY

3.1 Research Design

The research design of this study is meticulously crafted to examine the influence of demographic factors, employee consciousness, and the corporate environment on the quality of work, a paramount indicator of organizational performance. The study presented quantitative and qualitative analyses to provide a comprehensive exploration.

Adhering to scientific and systematic principles, the design ensured clarity in research objectives, precision in research questions, and the appropriateness of the chosen methods. The quantitative component, facilitated by questionnaires, was engineered to capture the measurable impact of the independent variables—demographic factors and employee consciousness—on the corporate environment and their collective influence on the quality of work. This approach allowed for the statistical assessment of the interrelationships among these factors.

The study's design was meticulously sequenced, with careful attention to the flow from data collection to analysis. It incorporated strategies that ensure the validity and reliability of the research findings. The quantitative approach strengthened the robustness of the research and also provided an essential dimension for the complex dynamics influencing the quality of work.

3.2 Samples and Sample Size

3.2.1 Population

The population for this study comprised individuals employed across a wide range of industries and organizational sizes, ensuring a comprehensive workforce representation. The aim was to include diverse employees with various demographic

backgrounds and professional experiences. The selection criteria were designed to encompass employees from different sectors, including manufacturing, services, high-tech, and beyond, as well as from various geographical locations, including urban and rural settings.

Table 3.1 Sample Distribution for the Study on Employee Consciousness and Corporate Environment

Industry Sector	Organizational Size	Sample Size	Number of Employees with Relevant Experience (N)	% of Sample Size
Manufacturing	Small to Medium	100	50	50%
	Large	100	60	60%
Services	Small to Medium	60	30	50%
	Large	80	48	60%
High-Tech	Startups	40	12	30%
	Small to Medium	60	18	30%
	Large	70	37	53%
Other Sectors	Startups	20	6	30%
	Small to Medium	30	9	30%
	Large	50	15	30%
Total		400	207	100%

Note: The table shows the distribution of sample sizes and the number of employees with relevant experience across industry sectors and organizational sizes. Percentages were calculated based on the 'Number of Employees with Relevant Experience' relative to the 'Sample Size' within each stratum.

Table 3.1 presents the sample distribution for the study, which focuses on the impact of employee consciousness and the corporate environment on work quality, with a total sample size of 400. This adjustment ensured a focused and manageable

scope for the research while maintaining diversity across industry sectors and organizational sizes.

The manufacturing and services sectors showed a balanced distribution of experienced employees, with a slight majority in larger organizations, suggesting a more established and experienced workforce in these mature industries. The high-tech sector, known for its dynamism and innovation, has a significant presence of startups, indicating a vibrant, growing field with strong engagement among early-stage companies.

The 'Other Sectors' category, which included industries like education and healthcare, also demonstrated a reasonable distribution, capturing a variety of professional experiences that contribute to the overall diversity of the sample.

The total number of employees with relevant experience is 207, representing 100% of the adjusted sample size. This distribution enabled robust statistical analysis and ensured that the study's findings reflect the wider workforce's experiences and behaviors regarding employee consciousness and the corporate environment.

This table and its analysis provided a clear framework for understanding the demographic spread of the sample. They set the stage for deeper statistical and inferential analysis in the subsequent chapters of the research.

3.2.2 Samples

According to Yamane (1967), at a 95% confidence level, if the population is 50,000 units, the sample size is 400 units.

3.2.3 Sampling Methods

This study employed a Two-Stage Random Sampling Method. This method ensured the diversity and representativeness of the samples and provided a solid foundation for the reliability of data analysis and conclusions.

3.3 Data Collection

Data for this study were collected through an online survey. The questionnaire design collected information on demographic factors, employee consciousness, corporate environment, and quality of work using the form of a "Face to Face" questionnaire. Potential participants accessed the survey via a web link or other convenient online method that allowed respondents to complete the questionnaire electronically.

3.4 Research Instrument

This study explored the relationships among demographic factors, employee consciousness, the corporate environment, and the quality of work.

This study employed a questionnaire survey as the research tool. A questionnaire survey is a method in which researchers utilize controlled scales to investigate issues and acquire reliable information. The process involved constructing the final questionnaire and distributing and collecting it through web links. The questionnaire comprised four main sections: Demographic Factors (part 1), Employee Consciousness (part 2), Corporate Environment (part 3), and Quality of Work (part 4). The details of this questionnaire are shown in Appendix 1.

3.5 Content Validity and Reliability

3.5.1 Content Validity

The questionnaire's validity was tested using IOC (Item-Objective Congruence). This quantitative method measures content experts' judgments of items to assess the fit between the test items and the normative table. Three experts examined content validity, including university professors from three different colleges. The content and measurement of the questions were evaluated to ensure they covered the

study and were completed. Experts were required to rate the questionnaire as follows.

+1 The question is consistent with the content of the measurement objective

The researcher is unsure whether the question is consistent with the measurement objective's content.

-1 The question is not consistent with the content of the measurement objective.

The results of all expert evaluations were used to calculate the IOC index according to the formulas of Rovinelli & Hambleton (1977) as follows:

IOC = ΣR/N

ΣR = total rating score from all experts for each question

N = number of experts

If the calculated IOC index is greater than or equal to 0.5, it is considered that the research objectives measure the questions. Therefore, the questions were chosen. If any question does not meet the 0.5 criterion and must be used, it was revised again based on expert advice.

3.5.2 Reliability

Before the formal distribution of the questionnaire, a reliability test was conducted using 30 participants to assess the consistency and stability of the questionnaires used in this study. Cronbach's alpha coefficient was calculated to evaluate the internal consistency of the scales. Hair et al. (2010) state that a Cronbach's alpha value above 0.70 indicates acceptable reliability.

3.6 Data Analysis

Descriptive statistics and inferential statistics were applied in this study. The details of which are as follows.

3.6.1 Descriptive Statistics

This study used absolute and percent frequencies to present the

demographic factor. To analyze data on demographic factors, employee consciousness, corporate environment, and quality of work, this study introduced absolute frequency, percent frequency, arithmetic mean, and standard deviation.

For the arithmetic mean, the results obtained for demographic factors, employee consciousness, corporate environment, and quality of work were not precisely equal to the discrete numbers (1, 2, 3, and 4) as classified in the questionnaires. It was calculated as a continuous number with a decimal, to be interpreted in relation to the objectives of the questionnaires. According to Best (1970), the criteria for interpreting these means are as follows.

The arithmetic mean 1.00 – 1.50 is in the strongly disagree level.

The arithmetic mean 1.51 – 2.50 is in the disagree level.

The arithmetic mean 2.51 – 3.50 is in the neutral level.

The arithmetic mean 3.51 – 4.50 is in the agree level.

The arithmetic mean 4.51 – 5.00 is in the strongly agree level.

However, in this study, the criteria for interpreting the means were designed to cover all possibilities of results, including infinite digits, not only two digits, as mentioned above. To calculate the mean of the continuous data, there was no gap between the upper-class limit of the first class and the lower limit of the second class. That is, the upper-class limit of the first class should be the same as the lower limit of the second class (Weiers, 2008).

The arithmetic mean is one but less than 1.5, which is intensely disagreeable.

The arithmetic mean is 1.5, but less than 2.5 is at the disagree level.

The arithmetic mean is 2.5, but less than 3.5 is at the neutral level.

The arithmetic mean is 3.5, but less than 4.5 is at the agreed level.

The arithmetic mean of 4.5 but less than or equal to 5 is strongly agree.

3.6.2 Inferential Statistics

In inferential statistics, numerous tests were applied depending on the

hypothesis.

H_1: Differences in Demographic Factors generate differences in Quality of Work.

-Independent Samples t-test is used for Gender.

-One-way ANOVA is Applied for Gender, Age, Educational Background, and Monthly Net Income Location (City Life).

H2: Employee consciousness positively influences the Quality of Work.

-Multiple Linear Regression Analysis is applied.

H3: Corporate environment positively influences Quality of Work.

-Multiple Linear Regression Analysis is applied.

CHAPTER IV

ANALYSIS RESULTS

4.1 Research Finding (The Descriptive Statistics)

4.1.1 Demographic Factors

One-Factor Analysis

Table 4.1 The Frequency and Percent Frequency Classified by Demographic Factor

Demographic Factor	Classification	Frequency	Percent
Gender	Male	224	56.00
	Female	176	44.00
Age	Under 20	5	1.25
	20-25	53	13.25
	26-35	153	38.25
	36-45	189	47.25
Educational Background	High School	9	2.25
	Diploma / Certificate	15	3.75
	Bachelor's Degree	130	32.50
	Master's Degree	173	43.25
	Doctoral Degree	73	18.25
Monthly Net Income	Under 6,000 RMB	7	1.75
	6,000 - 8,000 RMB	33	8.25
	8,001-10.000 RMB	73	18.25
	10,001-12,000 RMB	96	24.00
	Above 12000 RMB	191	47.75
Location (City Life)	South China	117	29.25
	North China	81	20.25
	East China	80	20.00
	Central China	42	10.50
Total	The other area of China	80	20.00
Total		400	100.00

Table 4.1 presents the demographic characteristics of the 400 respondents, categorized by gender, age, educational background, monthly net income, and location. The gender distribution shows a slightly higher proportion of male respondents (56.00%) than of females (44.00%). In terms of age, the majority of respondents were aged 36–45 years (47.25%), followed by those aged 26–35 years (38.25%), with smaller proportions in the 20–25 age group (13.25%) and under 20 (1.25%). Regarding educational background, most respondents held a master's degree (43.25%), followed by bachelor's degree holders (32.50%) and doctoral degree holders (18.25%), with a small percentage holding only a high school diploma (5.00%). Monthly net income data reveal that nearly half of the respondents (47.75%) earned over 12,000 RMB, while 24.00% earned 10,001–12,000 RMB, 18.25% earned 8,001–10,000 RMB, 8.25% earned 6,000–8,000 RMB, and only 1.75% earned less than 6,000 RMB. Geographically, the respondents were evenly distributed, with 29.25% residing in South and North China, and 20.00% in East and Central China and other regions, respectively. This demographic profile reflects a diverse sample, predominantly composed of highly educated, higher-income individuals, providing a strong basis for analyzing the influence of employee consciousness and the corporate environment on work quality.

Two Factor Analysis

Table 4.2 The Frequency and Percent Frequency Classified by Gender and Age

Gender	Age				Total
	Under 20	20-25	26-35	36-45	
Male	2	27	83	112	224
	(0.50%)	(6.75%)	(20.75%)	(28.00%)	(56.00%)
Female	3	26	70	77	176
	(0.75%)	(6.50%)	(17.50%)	(19.25%)	(44.00%)
Total	5	53	153	189	400
	(1.25%)	(13.25%)	(38.25%)	(47.25%)	(100.00%)

Table 4.2 presents the frequency and percentage distributions of respondents by gender and age. Among male respondents, who comprise 56.00% of the total sample, the largest proportion (28.00%) falls in the 36–45 age group, followed by 20.75% in the 26–35 age group, 6.75% in the 20–25 age group, and 0.50% under 20 years. Similarly, among female respondents, who account for 44.00% of the sample, the majority (19.25%) are also within the 36–45 age group, followed by 17.50% in the 26–35 age group, 6.50% in the 20–25 age group, and 0.75% under 20 years.

Table 4.3 The Frequency and Percent Frequency Classified by Gender and Educational Background

Gender	Educational Background					Total
	High School	Diploma / Certificate	Bachelor's Degree	Master's Degree	Doctoral Degree	
Male	7	6	68	99	44	224
	(1.75%)	(1.50%)	(17.00%)	(24.75%)	(11.00%)	(56.00%)
Female	2	9	62	74	29	176
	(0.50%)	(2.25%)	(15.50%)	(18.50%)	(7.25%)	(44.00%)
Total	9	15	130	173	73	400
	(2.25%)	(3.75%)	(32.50%)	(43.25%)	(18.25%)	(100.00%)

Table 4.3 presents the frequency and percentage distribution of respondents classified by gender and educational background. Among male respondents, who make up 56.00% of the total sample, the majority hold a master's degree (24.75%), followed by those with a bachelor's degree (17.00%) and doctoral degrees (11.00%). A smaller proportion of male respondents hold diplomas or certificates (1.50%) and high school qualifications (1.75%). Similarly, among female respondents, who account for 44.00% of the total sample, the most significant proportion holds a master's degree (18.50%), followed by those with a bachelor's degree (15.50%) and doctoral degrees (7.25%). A smaller percentage of female respondents have diplomas or certificates (2.25%) and high school qualifications (0.50%).

Table 4.4 The Frequency and Percent Frequency Classified by Gender and Monthly Net Income

Gender	Monthly Net Income					Total
	Under 6,000 RMB	6,000-8,000 RMB	8,001-10.000 RMB	10,001-12,000 RMB	Above 12000 RMB	
Male	3	13	40	55	113	224
	(0.75%)	(3.25%)	(10.00%)	(13.75%)	(28.25%)	(56.00%)
Female	4	20	33	41	78	176
	(1.00%)	(5.00%)	(8.25%)	(10.25%)	(19.50%)	(44.00%)
Total	7	33	73	96	191	400
	(1.75%)	(8.25%)	(18.25%)	(24.00%)	(47.75%)	(100.00%)

Table 4.4 presents the frequency and percentage distribution of respondents categorized by gender and monthly net income. Among male respondents, who make up 56.00% of the total sample, the majority earn above 12,000 RMB per month (28.25%), followed by those in the 10,001–12,000 RMB income bracket (13.75%). Smaller proportions are observed for males earning 8,001–10,000 RMB (10.00%), 6,000–8,000 RMB (3.25%), and less than 6,000 RMB (0.75%). Similarly, among female respondents, who account for 44.00% of the sample, the highest proportion also earn above 12,000 RMB per month (19.50%), followed by 10.25% in the 10,001–12,000 RMB bracket and 8.25% in the 8,001–10,000 RMB range. A smaller percentage of females earn between 6,000 and 8,000 RMB (5.00%) or less than 6,000 RMB (1.00%).

Table 4.5 The Frequency and Percent Frequency Classified by Gender and Location (City Life)

Gender	Location (City Life)					Total
	South China	North China	East China	Central China	The other area of China	
Male	64	43	41	29	47	224
	(16.00%)	(10.75%)	(10.25%)	(7.25%)	(11.75%)	(56.00%)

Gender	Location (City Life)					Total
Female	53	38	39	13	33	176
	(13.25%)	(9.50%)	(9.75%)	(3.25%)	(8.25%)	(44.00%)
Total	117	81	80	42	80	400
	(29.25%)	(20.25%)	(20.00%)	(10.50%)	(20.00%)	(100.00%)

Table 4.5 presents the frequency and percentage distributions of respondents by gender and geographic location (city life). Among male respondents, who constitute 56.00% of the total sample, the largest proportion (16.00%) resides in South China, followed by 11.75% in "the other area of China," 10.75% in North China, 10.25% in East China, and 7.25% in Central China. Similarly, among female respondents, who make up 44.00% of the total sample, the highest proportion (13.25%) also resides in South China, followed by 9.75% in East China, 9.50% in North China, 8.25% in "the other area of China," and 3.25% in Central China.

Employee Consciousness

Table 4.6 Descriptive Statistics of Employee Consciousness

	Mean	**Std. Deviation**	**Meaning**	**Ranking**
Work Attitude and Self-efficacy	3.2200	.92398	Neutral	1
Job Satisfaction and Professional Identity	3.2175	.92321	Neutral	2
Personal Values and Internal Motivations	3.1925	.94746	Neutral	3
Employee Consciousness	3.2125	.90797	Neutral	

Table 4.6 presents the descriptive statistics for employee consciousness (M = 3.2125). Most respondents expressed neutral opinions regarding employee consciousness. Specifically, Work Attitude and Self-efficacy had the highest mean value (M = 3.2200), indicating that they were the most positively perceived

components. This was closely followed by Job Satisfaction and Professional Identity (M = 3.2175). Personal Values and Internal Motivations had the lowest mean (M = 3.1925), suggesting a slightly lower perception among the components.

4.1.2 Corporate Environment

Table 4.7 Descriptive Statistics of Corporate Environment

	Mean	Std. Deviation	Meaning	Ranking
Organizational Culture and Climate	3.1800	.93262	Neutral	3
Policies and Management Practices	3.2050	.92201	Neutral	2
Physical and Social Work Environment	3.2200	.91854	Neutral	1
Corporate Environment	3.2000	.90667	Neutral	

Table 4.7 presents the descriptive statistics of the corporate environment (M = 3.2000). Most respondents expressed neutral opinions regarding the corporate environment factors, with a slight tendency towards disagreement for Organizational Culture and Climate (M = 3.1800). Among the components, the Social Work Environment ranked highest in mean value (M = 3.2200), indicating a more positive perception. This was closely followed by Policies and Management Practices (M = 3.2050). Conversely, Organizational Culture and Climate had the lowest mean, suggesting a slightly more critical perspective among the components.

4.1.3 Quality of Work

Table 4.8 Descriptive Statistics of Quality of Work

	Mean	Std. Deviation	Meaning
Quality of Work	3.9200	1.08468	Agree

Table 4.8 presents the descriptive statistics of the quality of work as a purchasing decision factor for customers. The mean score is 3.9200, with a standard deviation of 1.08468, indicating that respondents generally agree that the quality of work is a significant factor influencing their purchasing decisions.

4.2 Inferential Statistic

4.2.1 Differences in Demographics Generate Differences in Quality of Work

(1) Differences in Gender Generate Differences in Quality of Work

$H_0 : \mu_1 = \mu_2$

$H_a : \mu_1 \neq \mu_2$

Table 4.9 The Independent Samples t-test of the Gender Factor

Factor	Gender	N	Mean	SD	t-test	df	Sig.
Quality of Work	Male	224	3.976786	1.0202420	1.105	398	.270
	Female	176	3.855682	1.1387570			

From Table 4.9, the p-value for the quality of work is 0.270, which is greater than the critical value of 0.05. Therefore, H0 is accepted, indicating that gender differences do not result in significant differences in perceived work quality.

(2) Differences in Age Generate Differences in Quality of Work

$H_0 : \mu_1 = \mu_2 = \mu_3 = \mu_4$

Hi: $\mu_i \neq \mu_j$ at last one Pair where I $\neq$ j.

Table 4.10 The One-Way ANOVA of Age

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.080	3	.360	.310	.818
Within Groups	459.420	396	1.160		
Total	460.499	399			

From Table 4.10, the one-way ANOVA results show a p-value of 0.818, which is higher than the critical value of 0.05. Therefore, H0 is accepted, indicating that there are no significant differences in the perceived quality of work across age groups. The F-value is 0.310.

(3) Differences in Educational Background Generate Differences in Quality of Work

$H_0 : \mu_1 = \mu_2 = \mu_3 = \mu_4 = \mu_5$

Hi: $\mu_i \neq \mu_j$ at last one Pair where I $\neq$ j.

Table 4.11 The One-way ANOVA of Educational Background

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	21.783	4	5.446	4.903	.001*
Within Groups	438.717	395	1.111		
Total	460.499	399			

Table 4.11 shows that the p-value for educational background is 0.001, which is lower than the critical value of 0.05. Therefore, the H0 is rejected, indicating that differences in academic background are associated with significant differences in perceived work quality.

Table 4.12 Illustrates the Differences in Multiple Comparisons of Educational Background

(I) Educational Background	(J) Educational Background	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
Dependent Variable: Quality of Work (LSD)						
					Lower Bound	Upper Bound
High School	Diploma / Certificate	-.4266667	.4443572	.338	-1.300267	.446934
	Bachelor's Degree	.3887179	.3632519	.285	-.325431	1.102867
	Master's Degree	.3680154	.3603171	.308	-.340364	1.076394
	Doctoral Degree	.7689498*	.3723211	.040	.036971	1.500929
Diploma / Certificate	High School	.4266667	.4443572	.338	-.446934	1.300267
	Bachelor's Degree	.8153846*	.2873824	.005	.250394	1.380375
	Master's Degree	.7946821*	.2836637	.005	.237003	1.352361
	Doctoral Degree	1.1956164*	.2987636	.000	.608251	1.782982
Bachelor's Degree	High School	-.3887179	.3632519	.285	-1.102867	.325431
	Diploma / Certificate	-.8153846*	.2873824	.005	-1.380375	-.250394
	Master's Degree	-.0207025	.1223264	.866	-.261195	.219790
	Doctoral Degree	.3802318*	.1541375	.014	.077199	.683264
Master's Degree	High School	-.3680154	.3603171	.308	-1.076394	.340364
	Diploma / Certificate	-.7946821*	.2836637	.005	-1.352361	-.237003
	Bachelor's Degree	.0207025	.1223264	.866	-.219790	.261195

Dependent Variable: Quality of Work (LSD)						
(I) Educational Background	(J) Educational Background	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Doctoral Degree	Doctoral Degree	.4009344*	.1470878	.007	.111762	.690107
	High School	-.7689498*	.3723211	.040	-1.500929	-.036971
	Diploma / Certificate	-1.1956164*	.2987636	.000	-1.782982	-.608251
	Bachelor's Degree	-.3802318*	.1541375	.014	-.683264	-.077199
	Master's Degree	-.4009344*	.1470878	.007	-.690107	-.111762

*. The mean difference is significant at the 0.05 level.

From Table 4.12, the LSD test results indicate significant differences in the perceived quality of work across various educational backgrounds. Respondents with a doctoral degree reported significantly higher perceptions of work quality compared to those with high school education (Mean Difference = 0.7689, Sig. = 0.040), diplomas or certificates (Mean Difference = 1.1956, Sig. = 0.000), bachelor's degrees (Mean Difference = 0.3802, Sig. = 0.014), and master's degrees (Mean Difference = 0.4009, Sig. = 0.007). Similarly, respondents with a master's degree demonstrated significantly higher perceptions of work quality compared to those with diplomas or certificates (Mean Difference = 0.7947, Sig. = 0.005).

(3) Differences in Monthly Net Income Generate Differences in Quality of Work

$H_0 : \mu_1 = \mu_2 = \mu_3 = \mu_4 = \mu_5$

Hi: $\mu_i \neq \mu_j$ at last one Pair where I $\neq$ j.

Table 4.13 The one-way ANOVA of Monthly Net Income

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.243	4	1.561	1.357	.248
Within Groups	454.256	395	1.150		
Total	460.499	399			

Table 4.13 shows that the p-value for monthly net income exceeds the 0.05 critical value. Therefore, the H0 is accepted, indicating that differences in monthly net income do not yield significant differences in perceived work quality.

(4). Differences in Location (City Life) Generate Differences in Quality of Work

$H_0 : \mu_1 = \mu_2 = \mu_3 = \mu_4 = \mu_5$

Hi: $\mu_i \neq \mu_j$ at last one Pair where I $\neq$ j.

Table 4.14 The one-way ANOVA of Location (City Life)

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	140.021	4	35.005	43.145	.000*
Within Groups	320.478	395	.811		
Total	460.499	399			

Table 4.14 shows that the p-value for location (city life) is 0.000, which is lower than the critical value of 0.05. Therefore, the H0 is rejected, indicating that differences in location are associated with significant differences in perceived work quality.

Table 4.15 Illustrates the Differences in Multiple Comparisons of Location (City Life)

(I) Location (City Life)	(J) Location (City Life)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
South China	North China	-1.6205128*	.1301961	.000	-1.876477	-1.364549
	East China	-.5830128*	.1306760	.000	-.839920	-.326105
	Central China	-.6205128*	.1620249	.000	-.939052	-.301974
	The other area of China	-.1705128	.1306760	.193	-.427420	.086395
North China	South China	1.6205128*	.1301961	.000	1.364549	1.876477
	East China	1.0375000*	.1419797	.000	.758370	1.316630
	Central China	1.0000000*	.1712719	.000	.663281	1.336719
	The other area of China	1.4500000*	.1419797	.000	1.170870	1.729130
East China	South China	.5830128*	.1306760	.000	.326105	.839920
	North China	-1.0375000*	.1419797	.000	-1.316630	-.758370
	Central China	-.0375000	.1716370	.827	-.374936	.299936
	The other area of China	.4125000*	.1424199	.004	.132504	.692496
Central China	South China	.6205128*	.1620249	.000	.301974	.939052
	North China	-1.0000000*	.1712719	.000	-1.336719	-.663281
	East China	.0375000	.1716370	.827	-.299936	.374936
	The other area of China	.4500000*	.1716370	.009	.112564	.787436
The other area of China	South China	.1705128	.1306760	.193	-.086395	.427420
	North China	-1.4500000*	.1419797	.000	-1.729130	-1.170870

Dependent Variable: Quality of Work (LSD)

(I) Location (City Life)	(J) Location (City Life)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
	East China	-.4125000*	.1424199	.004	-.692496	-.132504
	Central China	-.4500000*	.1716370	.009	-.787436	-.112564

*. The mean difference is significant at the 0.05 level.

From Table 4.15, the LSD test results indicate significant differences in the perceived quality of work across various locations. Respondents from North China reported significantly higher perceptions of work quality compared to those from South China (Mean Difference = 1.6205, Sig. = 0.000), East China (Mean Difference = 1.0375, Sig. = 0.000), Central China (Mean Difference = 1.0000, Sig. = 0.000), and "the other area of China" (Mean Difference = 1.4500, Sig. = 0.000). Similarly, respondents from East China demonstrated significantly higher perceptions of work quality than those from South China (Mean Difference = 0.5830, Sig. = 0.000) and significantly lower than those from North China (Mean Difference = -1.0375, Sig. = 0.000). Respondents from East China also reported significantly higher perceptions of work quality compared to those from "the other area of China" (Mean Difference = 0.4125, Sig. = 0.004). Finally, respondents from Central China reported significantly higher perceptions of work quality compared to those from "the other area of China" (Mean Difference = 0.4500, Sig. = 0.009).

4.2.2 The Influences of Employee Consciousness on Quality of Work

Table 4.16 Summarize the Model of Employee Consciousness Influencing Quality of Works

Model	R	R Square	Adjusted R-Square	Std. Error of the Estimate
1	.605ᵃ	.366	.362	.8584306

a. Predictors: (Constant), 8. Personal Values and Internal Motivations, 6. Work Attitude and Self-efficacy, 7. Job Satisfaction and Professional Identity

Table 4.16 summarizes the multiple regression model examining the effect of employee consciousness on work quality. The model indicates an R-value of 0.605, suggesting a moderate positive relationship between employee consciousness and work quality. The R Square value of 0.366 indicates that the predictors of Personal Values and Internal Motivations, Work Attitude and Self-efficacy, and Job Satisfaction and Professional Identity explain 36.6% of the variance in the quality of work. The adjusted R-squared value is 0.362, accounting for model complexity, while the standard error of the estimate is 0.8584306, indicating the average deviation of observed values from predicted values.

Table 4.17 The Multiple Linear Regression Coefficients for the Influence of Employee Consciousness on Quality of Work

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	1.601	.160		9.992	.000*
Work Attitude and Self-efficacy	.094	.136	.080	.692	.489
Job Satisfaction and Professional Identity	.291	.138	.248	2.113	.035*
Personal Values and Internal Motivations	.339	.119	.294	2.856	.005*

a. Dependent Variable: Quality of Work

The results obtained from the study can be seen in Table 4.14 and are written in terms of Regression Equation(1):

$Y = 1.601 + .094X_1 + .291X_2 + .339X_3$

$= (.000)\ (.489)\quad (.035)\quad (.005)$

Where Y = Quality of Work

X_1 = Work Attitude and Self-efficacy

X_2 = Job Satisfaction and Professional Identity

X_3 =Personal Values and Internal Motivations

Table 4.17 demonstrates the influence of employee consciousness on work quality using multiple regression analysis. Among the predictors, Personal Values and Internal Motivations (Beta = 0.294, p = 0.005) had the most substantial positive effect on the quality of work. Job Satisfaction and Professional Identity (Beta = 0.248, p = 0.035) also showed a significant positive impact. Conversely, Work Attitude and Self-efficacy (Beta = 0.080, p = 0.489) did not exhibit a statistically significant impact at the 0.05 level. These findings highlight the dominant role of Personal Values and Internal Motivations in enhancing work quality, with Job Satisfaction and Professional Identity also contributing significantly.

4.2.3 The Influences of Corporate Environment on Quality of Work

Table 4.18 Summarize the Model of Corporate Environment Influencing Quality of Works

Model	R	R Square	Adjusted R-Square	Std. Error of the Estimate
1	.608ª	.370	.365	.8559024

a. Predictors: (Constant), 11. Physical and Social Work Environment, 10. Policies and Management Practices, 9. Organizational Culture and Climate

Table 4.18 summarizes the multiple regression model analyzing the effect of corporate environment on the quality of work. The model indicates an R-value of 0.608, suggesting a moderate positive relationship between corporate environment and the quality of work. The R Square value of 0.370 indicates that the predictors of Organizational Culture and Climate, Policies and Management Practices, and Physical and Social Work Environment explain 37.0% of the variance in the quality of work. The adjusted R-squared value is 0.365, accounting for model complexity, while the standard error of the estimate is 0.8559024, indicating the average deviation between observed and predicted values.

Table 4.19 The Multiple Linear Regression Coefficients for the Influence of Corporate Environment on Quality of Work

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	1.609	.159		10.150	.000*
Organizational Culture and Climate	.393	.113	.337	3.466	.001*
Policies and Management Practices	.331	.133	.282	2.899	.004*
a. Dependent Variable: Quality of Work					

The results obtained from the study can be seen in Table 4.19 and are written in terms of Regression Equation(2):

$$Y = 1.609 + .393X1 + .331X2$$

$$(.000) \quad (.001) \quad (.004)$$

Where Y = Quality of Work

X1 = Organizational Culture and Climate

X2 = Policies and Management Practices

Table 4.19 demonstrates the influence of the corporate environment on the quality of work through multiple regression analysis. Among the predictors, only Organizational Culture and Climate (Beta = 0.393, $p < 0.001$) had the most substantial positive effect on the quality of work. Also, Policies and Management Practices (Beta = 0.331, $p = 0.004$) showed a significant positive impact. Conversely, Physical and Social Work Environment did not exhibit a statistically significant impact at the 0.05 level. These findings highlight the dominant role of Organizational Culture and Climate in enhancing work quality, with Policies and Management Practices also contributing significantly.

Table 4.20 Summary Result on Hypothesis

	Not Reject H_0	Reject H_0
Hypothesis 1		
Gender	√	
Age	√	
Educational Background		√
Monthly Net Income	√	
Location (City Life)		√
Hypothesis 2		
Work Attitude and Self-efficacy	√	
Job Satisfaction and Professional Identity		√
Personal Values and Internal Motivations		√
Hypothesis 3		
Organizational Culture and Climate		√
Policies and Management Practices		√
Physical and Social Work Environment	√	

        According to the results summarized in Table 4.17, it can be concluded that differences in demographic factors, specifically Educational Background and Location (City Life), generate significant differences in the Quality of Work, as the null hypotheses for these factors are rejected. In contrast, differences in Gender, Age, and Monthly Net Income do not reach significance, as their null hypotheses are not rejected.

        Regarding the influence of employee consciousness on work quality, Job Satisfaction, Professional Identity, Personal Values, and Internal Motivations are significant factors. At the same time, Work Attitude and Self-efficacy do not show a significant impact.

In the corporate environment, Organizational Culture and Climate, Policies and Management Practices, and the Physical and Social Work Environment significantly influence the quality of work, whereas the latter does not.

CHAPTER V
CONCLUSION AND DISCUSSION

5.1 Conclusion

This study investigated the influence of demographic factors, employee consciousness, and the corporate environment on perceived work quality. The findings revealed that while certain demographic variables, such as educational background and location, significantly affect work quality, others, including gender, age, and monthly net income, do not produce substantial differences. These results suggest that differences in education level and regional workplace environments play a crucial role in shaping employees' perceptions of their work quality. In contrast, gender and income levels have a more limited impact.

Regarding employee consciousness, the study demonstrated that job satisfaction, professional identity, personal values, and internal motivations significantly influence perceived work quality. Employees with higher professional identity and intrinsic motivation tend to be more committed to work quality, underscoring the importance of fostering a positive workplace culture and providing opportunities for personal development.

Similarly, the corporate environment was found to be a significant predictor of work quality. Specifically, organizational culture and climate, along with policies and management practices, showed a strong positive correlation with the quality of work. In contrast, the physical and social work environment did not yield a significant impact. These findings emphasize that a well-structured corporate environment with clear policies and a positive organizational culture can enhance employee productivity and engagement.

Overall, this study contributes to the understanding of how internal and external workplace factors interact to shape work quality. It highlights the necessity for

organizations to invest in professional development, maintain an inclusive corporate culture, and implement effective policies to enhance employee performance. The results provide empirical support for strategic human resource practices aimed at improving work quality and ensuring long-term organizational success.

5.2 Discussion

5.2.1 Demographics

The findings of this study support previous research on the impact of educational background and location on work quality. This study found that higher education significantly influences employees' perceptions of work quality, aligning with Zhao's (2015) view that advanced education enhances problem-solving, innovation, and professional skills. Employees with higher education are better equipped to handle challenges and contribute to organizational success. Therefore, organizations should invest in training and educational programs to improve work quality.

The study also found that location affects work quality, confirming Liu's (2024) findings that urban residents face high living costs and the challenge of balancing career and life. Employees in different regions experience varying work conditions, job satisfaction, and opportunities due to differences in infrastructure and living standards. This highlights the need for region-specific HR strategies, including flexible work arrangements and location-based incentives, to support employees in diverse settings.

5.2.2 Employee Consciousness

The findings of this study reinforce the critical role of employee consciousness in shaping work quality, aligning with previous research emphasizing its influence on employee performance and organizational commitment. This study found that job satisfaction and professional identity, along with personal values and internal

motivations, significantly impact work quality, whereas work attitude and self-efficacy do not. These results partially support Li's (2023) assertion that a positive work attitude and high self-efficacy enhance employee performance, but suggest that, in this context, these factors may not be primary determinants of perceived work quality.

The significant influence of job satisfaction and professional identity aligns with Ma's (2023) findings that employees with strong professional identity and high job satisfaction demonstrate greater motivation, teamwork, and innovation. Employees who feel a strong sense of belonging and recognition within their profession are more likely to engage with their work, leading to higher work quality. This highlights the importance of organizations fostering a supportive work environment, clear career progression opportunities, and employee recognition programs to enhance job satisfaction and strengthen professional identity.

Similarly, the significant impact of personal values and internal motivations on work quality supports Zhao's (2022) argument that aligning employees' intrinsic motivation with their professional values enhances work performance. Employees who find meaning in their work and align their personal values with organizational goals are more likely to feel fulfilled and demonstrate higher levels of engagement. These findings suggest that organizations should emphasize value-driven leadership, corporate social responsibility initiatives, and personal development programs to help employees achieve self-actualization and career fulfillment.

Overall, these results highlight that while attitude and self-efficacy may contribute to individual motivation, they do not directly affect work quality to the same extent as job satisfaction, professional identity, and intrinsic motivation. Organizations should therefore prioritize strategies that enhance employees' professional identity and align their work with personal values, ensuring long-term engagement and sustained work performance.

5.2.3 Corporate Environment

The findings align with Objective A (2020), emphasizing that organizational culture and climate, as well as policies and management practices, significantly influence work quality. A strong organizational culture that promotes teamwork, ethical behavior, and innovation enhances employee engagement and satisfaction. Additionally, well-structured policies on recruitment, training, performance evaluation, and rewards contribute to a fair and transparent work environment, improving employee motivation and productivity.

5.3 Implications for Practice

5.3.1 Demographics

The findings indicate that educational background and location significantly influence employees' perceptions of work quality. Organizations should develop targeted training programs tailored to employees with diverse academic backgrounds, ensuring equitable access to professional development opportunities. Moreover, because location-based differences affect perceptions of work, HR strategies should be tailored to regional contexts. Companies operating in multiple locations should implement localized workplace policies, customized employee engagement programs, and region-specific incentive structures to align with employees' work expectations.

5.3.2 Employee Consciousness

The significant impact of job satisfaction, professional identity, personal values, and internal motivations on work quality underscores the importance of fostering a positive, engaging work culture. Organizations should prioritize employee engagement initiatives, career development programs, and recognition systems to reinforce professional identity and intrinsic motivation. Managers should enhance job satisfaction by offering clear career advancement paths, providing autonomy in

decision-making, and recognizing employees' contributions. Furthermore, strengthening personal values through corporate social responsibility (CSR) initiatives, ethical leadership, and value-driven workplace policies can enhance employees' intrinsic motivation, ultimately improving work quality.

5.3.3 Corporate Environment

The study found that organizational culture and climate, as well as policies and management practices, significantly influence work quality, underscoring the importance of strong leadership, transparent communication, and well-structured management frameworks. Organizations should focus on establishing a clear and consistent corporate culture, promoting open dialogue between employees and management, and ensuring equitable HR policies that align with employees' expectations. Additionally, structured performance evaluation systems, effective conflict resolution mechanisms, and leadership development programs can contribute to a more engaged and motivated workforce.

In contrast, the physical and social work environment did not show a significant impact on work quality. While maintaining an adequate physical workspace remains essential, companies should prioritize strengthening interpersonal relationships, fostering teamwork, and promoting psychological well-being programs. This suggests that workplace culture and management practices have a more substantial influence on employee performance than infrastructure alone.

By addressing these factors holistically, organizations can create a sustainable and high-performing work environment that enhances employee satisfaction and overall productivity.

5.4 Recommendation for Future Research

This study has provided valuable insights into the relationships among demographic factors, employee consciousness, the corporate environment, and the

quality of work. However, several aspects warrant further exploration to enhance the understanding of these relationships and improve organizational practices. Future research should address the following areas to build upon the current findings and provide more comprehensive insights.

First, future studies should increase sample size and geographic scope to enhance the generalizability of findings. This study focused on a specific sample within a limited regional context, which may not fully represent broader workforce dynamics. Future research could examine different industries, cultural backgrounds, and geographical locations to determine whether the observed trends hold in various work environments.

Second, further investigation into the impact of demographic factors, particularly educational background and location, is necessary. This study found that these two factors significantly influenced perceptions of work quality, while gender, age, and income did not. Expanding research across different occupational sectors could help explain these variations and offer a more refined understanding of demographic influences on work quality.

Third, this study employed a cross-sectional design, capturing only a snapshot of the relationships between the studied variables. A longitudinal approach would allow researchers to assess how job satisfaction, professional identity, and personal values evolve and how their influence on work quality changes over time. Moreover, future research could explore additional psychological and workplace-related variables such as leadership styles, emotional intelligence, job autonomy, and workplace diversity, which may mediate or moderate the relationship between employee consciousness and work quality.

Finally, a mixed-methods approach incorporating qualitative research could complement this study's findings. While this research relied on quantitative data, future studies could incorporate in-depth interviews, focus groups, or case studies to explore employees' perspectives on work quality more comprehensively. This approach would

enable researchers to understand the motivations, challenges, and experiences that shape employee perceptions, helping refine future workplace policies and engagement strategies.

5.5 Limitations of the Study

While this study provides valuable insights into the influence of demographic factors, employee consciousness, and corporate environment on the quality of work, several limitations should be acknowledged.

First, the study was conducted within a specific regional and organizational context, which may limit the generalizability of the findings to other industries or cultural settings. Future research could expand the sample across different sectors and geographic locations to enhance broader applicability.

Second, the study employed a cross-sectional design, capturing only a single point in time. This limits the ability to analyze changes in employee perceptions and workplace dynamics over time. Longitudinal studies could provide deeper insights into how these relationships evolve.

Third, the study primarily relied on quantitative data, which, while useful for statistical analysis, may not fully capture the complexities of employee experiences. Future research could integrate qualitative methods, such as interviews or case studies, to complement these findings.

Finally, although the study identified significant factors affecting work quality, it did not account for external influences, such as economic conditions, industry trends, or technological advancements, that may also affect employee perceptions. Future studies could incorporate these factors for a more comprehensive analysis.

Despite these limitations, the study offers meaningful insights into the relationship between workplace factors and work quality, providing a foundation for future research and practical organizational improvements.

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APPENDICES

Appendix A: Questionnaires

This questionnaire is part of the master's thesis. The research is conducted to seek your personal opinions on"The influence of Employee consciousness and corporate rules, regulations and philosophy on employee performance**. All questionnaires will remain private, confidential and for academic purposes only. For convenience and validity, the questionnaire content was translated into Chinese.

中文译：这份问卷是硕士论文的一部分。本研究旨在就"员工意识和企业规章制度、理念对员工绩效的影响"征求您的个人意见。所有的问卷将被保密，并仅用于学术目的。为了方便和有效，问卷的内容都被翻译成中文。

Part 1: Demographic Factors
第一部分：人口因素
Demographic Profile of Respondent : Questions 1-5
您的个人基本情况（问题 1 至问题 5:
1. Gender 您的性别
    1. Male □（男性）
    2.Female □（女性）

2. Age 您的年龄
    1. Under 20 □（20 岁以下）
    2.20-25 □（20 岁至 25 岁之间）
    3.26-35 □（26 岁至 35 岁之间）
    4. 36-45 □（36 岁至 45 岁之间）

3. Educational Background 您的教育背景
    1. High School □（高中）
    2.Diploma / Certificate □（大专）
    3.Bachelor's Degree □（本科）
    4. Master's Degree □（硕士研究生）
    5. Doctoral Degree □（博士研究生）

4. Net Income per Month 您每月净收入
    1. Under 6,000 RMB □（少于 6000 元人民币）
    2. 6,000 - 8,000 RMB □（6000 至 8000 人民币之间）
    3. 8,001-10.000 RMB □（8001 至 10000 人民币之间）
    4. 10,001-12,000 RMB □（10001 至 12000 人民币之间）
    5. Above 12000 RMB □（多于 12000 人民币）

5. Live in a city from 您所居住的城市位于
    1. South China □（华南地区）
    2. North China □（华北地区）
    3. East China □（华东地区）
    4. Central China □（华中地区）
    5. The other area of China □（中国其他地区）

Part 2: Employee Consciousness

第二部分：员工意识

        Please choose only one scale for each statement that best describes your opinion and feelings about Huawei Technologies Co., Ltd.'s employee consciousness, based on your personal experiences. Please tick marking (✗) the best suitable answer (✗) in the space provided next to the statement.

    中文译：请根据您的个人经验，在每一个陈述中选择一个最能描述您对"有关华为公司的员工意识"的看法和感受的量表。请选择最恰当描述您情况的选项，并在该选项处打勾。

    5=Strongly Agree; 4=Agree; 3=Neutral; 2=Disagrec and 1=Strongly Disagree
    5=非常同意：4=同意；3=中立；2=不同意：1=非常不同意

6. Work Attitude within Self-efficacy (工作态度与自我效能)	5	4	3	2	1
6.1 Employee awareness of Huawei's corporate culture significantly influences my work attitude and dedication. (员工对华为企业文化的认知显著影响了我的工作态度和奉献精神。)					
6.2 The alignment of my personal values with Huawei's philosophy strengthens my sense of self-efficacy and commitment to excellence. (我个人价值观与华为理念的一致性增强了我自我效能感和对卓越的承诺。)					
6.3Huawei's clear corporate rules and regulations provide a stable framework that enhances my job performance. (华为明确的公司规章制度提供了一个稳定的框架，增强了我的工作表现。)					
6.4 The identification with Huawei's mission and vision is a key motivator for my professional development and work efficiency. (与华为的使命和愿景的认同是我专业发展和工作效率的关键动力。)					
6.5The incentive mechanisms at Huawei, such as performance-	5	4	3	2	1

based rewards, directly correlate with my level of motivation and job satisfaction. (华为的激励机制，如基于绩效的奖励，与我的动力水平和工作满意度直接相关。)					
7. Job Satisfaction and Professional Identity (工作特性与绩效)					
7.1 My professional identity is reinforced by Huawei's recognition of individual contributions to team success. (我在团队成功中个人贡献得到华为的认可，这增强了我的职业身份。)					
7.2 I find great satisfaction in my work at Huawei, which is closely aligned with the company's mission and vision. (我在华为的工作找到了强烈的成就感，这与公司的使命和愿景密切相关。)					
7.3 The opportunities for skill development and career advancement at Huawei greatly contribute to my job satisfaction. (华为提供的技能发展和职业晋升机会极大地促进了我的工作满意度。)					
7.4 Huawei's supportive work environment fosters my professional growth and enhances my pride in being a member of the team. (华为的支持性工作环境促进了我的专业成长，并增强了我作为团队成员的自豪感。)					
7.5 The alignment of my personal career goals with Huawei's corporate objectives significantly influences my level of job satisfaction. (我个人职业目标与华为公司目标的一致性显著影响了我工作满意度的水平。)					
8. Personal Values within Internal Motivations (个人价值观和内在动机)					
8.1My personal values align with Huawei's commitment to innovation, which fuels my intrinsic motivation to excel in my role. (我的个人价值观与华为对创新的承诺相符，这激发了我在角色中追求卓越的内在动机。)					
8.2 I am deeply motivated by Huawei's emphasis on ethical conduct and social responsibility, which resonates with my own	5	4	3	2	1

	5	4	3	2	1
principles. (华为对道德行为和社会责任感的强调与我自己的价值观相呼应，这深深激励了我。)					
8.3 The alignment of Huawei's corporate values with my own belief in teamwork and collaboration enhances my dedication to the company's goals. (华为的企业价值观与我对团队合作的信仰相符，增强了我对公司目标的奉献。)					
8.4 I find my work at Huawei meaningful as it aligns with my personal drive for continuous improvement and professional excellence. (我发现在华为的工作是有意义的，因为它与我对持续改进和专业卓越的个人追求相符。)					
8.5 Huawei's culture of open communication and feedback aligns with my value of transparency, which encourages my active participation and contribution to the team. (华为开放沟通和反馈的文化与我对透明度的价值观相符，这鼓励了我对团队的积极参与和贡献。)					

Part 3:Corporate Environment
第三部分：企业环境

Please choose only one scale for each statement that best describes your opinion and feelings about the Corporate Environment of Huawei Technologies Co., Ltd., based on your personal experiences. Please tick marking （↗） the best suitable answer (↗) in the space provided next to the statement.
中文译：请根据您的个人经验，在每一个陈述中选择一个似能描述您对"华为公司的企业环境"的看法和感受的量表。请选择恰当描述您情况的选项，并在该选项处打勾。
5=Strongly Agree; 4=Agree: 3=Neutral; 2=Disagrec and I =Strongly Disagree
5=非常同意；4=同意；3=中立；2=不同意；1=非常不同意

9. Organizational Culture within Climate (部门气氛与文化)	5	4	3	2	1
9.1The culture of open communication in my organization fosters an environment where feedback on work quality is constructive and timely.我们组织的开放沟通文化营造了一个环境，其中对工作质量的反馈具有建设性且及时。					

	5	4	3	2	1
9.2 Our organization's emphasis on teamwork and collaboration significantly impacts the collective quality of work produced by our department.我们组织对团队合作和协作的重视显著影响了我们部门产出的集体工作质量。					
9.3 The recognition programs in place at my organization motivate me to deliver work that aligns with our cultural values. 组织内的表彰计划激励我持续交付符合我们文化价值观的工作 consistently。					
9.4 The climate of trust and respect within my organization contributes to a positive atmosphere that enhances the quality of my work.组织内的信任和尊重氛围有助于营造一个积极的环境，这增强了我的工作质量。					
9.5 Our organization's commitment to ethical practices guides my actions and decisions, ensuring that my work meets high standards of quality and integrity.我们组织对道德实践的承诺指导我的行为和决策，确保我的工作满足高质量和正直的标准。					
10. Policies within Management Practices(政策及管理实务)	5	4	3	2	1
10.1 The clear and well-communicated policies in my organization provide a solid foundation for the consistent quality of my work.我所在组织清晰且传达良好的政策为我的工作质量提供了坚实的基础。					
10.2 The management practices of regular performance reviews in my organization help me identify areas for improvement and enhance the quality of my work.我所在组织的定期绩效评估管理实践帮助我识别改进领域，提高我的工作质量。					
10.3 The equitable reward and recognition system in my organization encourages me to strive for excellence in the quality of my work.我所在组织的公平奖励和认可体系鼓励我追求工作质量的卓越。					
10.4 The transparency of decision-making processes in my organization contributes to my understanding of how my work aligns with organizational goals, influencing its quality.我所在组织的决策过程透明度有助于我理解我的工作如何与组织目					

	5	4	3	2	1
标一致，影响其质量。					
10.5 The support and resources provided by my organization's management enable me to execute my tasks with higher quality. 我所在组织的管理层提供的支持和资源使我能够更高质量地执行任务。					
11. Physical within Social Work Environment (物质和社会工作环境)	**5**	**4**	**3**	**2**	**1**
11.1 The ergonomic design of our workspace significantly contributes to my comfort and the quality of my work.我们工作空间的人体工程学设计显著地促进了我的舒适度和工作质量。					
11.2 Access to up-to-date technology and tools in my workplace is crucial for the efficiency and quality of my tasks.在我的工作场所获得最新技术和工具对于任务的效率和质量至关重要。					
11.3 The social interactions among colleagues in my organization positively affect the collaborative quality of our work.组织内同事间的社交互动对我们工作的协作质量有积极影响。					
11.4 The availability of quiet and focused work areas in my workplace helps me maintain concentration and produce higher quality work.工作场所中安静和专注的工作区域的可用性帮助我保持专注，产出更高质量的工作。					
11.5 The social support from my team members is essential in overcoming work challenges and ensuring the quality of my contributions.来自团队成员的社会支持对于克服工作挑战和确保我的贡献质量至关重要。					

Part 4: Quality of Work
第四部分：工作质量

Please choose only one scale for each statement that best describes your opinion and feelings about the Quality of Work at Huawei Technologies Co., Ltd., based on your personal experiences. Please tick marking（✍）the best suitable answer (✍) in the space provided next to the statement.

中文译：请根据您的个人经验，在每一个陈述中选择一个最能描述您对"华为公司的工作质量"的看法和感受的量表。请选择最恰当描述您情况的选项，并在该选项处打勾。

5=Strongly Agree; 4=Agree; 3=Neutral; 2=Disagree and 1 =Strongly Disagree

5=非常同意；4=同意；3=中立；2=不同意；1=非常不同意

Quality of Work 工作质量	5	4	3	2	1
12. My understanding of work quality is deeply rooted in the organization's emphasis on the alignment of individual goals with organizational objectives.我对工作质量的理解深受组织强调个人目标与组织目标一致性的影响。					
13. The encouragement of creativity and innovation by my organization helps me to produce work that is both original and of high quality.组织对创造力和创新的鼓励帮助我产出既原创又高质量的工作成果。					
14. The recognition and rewards system in my organization motivates me to strive for excellence in the quality of my work. （组织内的表彰和奖励制度激励我追求工作质量的卓越。）					
15. Consistent application of Huawei's performance metrics helps me to maintain a uniform level of quality in my work. 华为绩效指标的一致性应用帮助我在工作中保持统一的质量水平。					
16. The emphasis on precision and excellence in Huawei's culture contributes to my commitment to delivering high-quality work. 华为文化中对精确度和卓越的强调有助于我致力于提供高质量的工作。					

THANK YOU FOR YOUR COOPERATION.

BIOGRAPHY

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