



**THE MEDIATING OF LIFE SATISFACTION AND EMOTIONAL
WELL-BEING BETWEEN HOUSING CONDITIONS AND JOB
PERFORMANCE OF THE RESIDENTS OF RENTAL HOUSING
IN CHINA**

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A Dissertation Submitted in Partial Fulfillment of the Requirements for the Degree of

Doctor of Philosophy in Management

Graduate School, Siam University

2025

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DECLARATION

I, Wang Keyan, hereby certify that the work embodied in this dissertation entitled "The Mediating of Life Satisfaction and Emotional Well-being between Housing Conditions and Job Performance of the Residents of Rental Housing in China" is result of original research and has not been submitted for a higher degree to any other university or institution.



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14 August 2025



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Graduate School, Siam University

Doctor of Philosophy in Management

Dissertation Title: The Mediating of Life Satisfaction and Emotional Well-being between Housing Conditions and Job Performance of the Residents of Rental Housing in China

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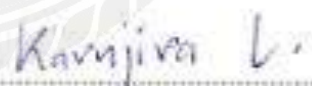
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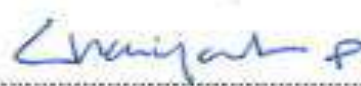

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ABSTRACT

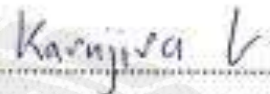
Title : The Mediating of Life Satisfaction and Emotional Well-being between Housing Conditions and Job Performance of the Residents of Rental Housing in China

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Degree : Doctor of Philosophy

Major : Management

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This study aimed: 1) to examine the interaction mechanisms among housing conditions (HC), life satisfaction (LS), emotional well-being (EWB), and job performance (JP) of rental housing residents in China; and 2) to investigate the impact of housing conditions on residents' life satisfaction and emotional well-being, which subsequently influence job performance. By drawing on Environment Fit Theory, the research focused on the mediating roles of life satisfaction and emotional well-being in linking housing conditions to job performance within the Chinese rental housing sector.

The research employed a mixed-methods approach. Data from 400 valid survey responses were collected and analyzed using SPSS and AMOS to perform descriptive statistics, confirmatory factor analysis (CFA), and structural equation modeling (SEM). Then, 10 semi-structured interviews were conducted with key informants to gain in-depth contextual perspectives.

The findings of the quantitative data indicated that housing conditions had a significant positive impact on life satisfaction, emotional well-being, and job performance. Emotional well-being had a significant and positive impact on both life satisfaction and job performance, serving as a key mediator between housing conditions and job performance. The qualitative findings reinforced these results, revealing a

network of relationships that included direct and indirect effects ($HC \rightarrow LS$; $HC \rightarrow JP$; $EWB \rightarrow JP$), reciprocal influence ($EWB \leftrightarrow LS$), and a direct link ($HC \rightarrow EWB$). The relationship between life satisfaction and job performance appeared to vary according to contextual factors.

Based on these results, several recommendations are presented. For rental housing enterprises, strategic priorities should involve improving service quality and property maintenance, diversifying housing options, operating with ethical standards, and cultivating socially responsible brand identities. Recommendations for government agencies include strengthening legal frameworks and market oversight, formalizing the rental housing industry through policy support, increasing housing supply, enforcing renter equality measures, and creating a centralized national rental information system. The study suggested actions for tenants that include enhancing legal literacy, making well-informed rental decisions, safeguarding rights appropriately, maintaining properties responsibly, and engaging in market monitoring. The study offers practical insights that can inform strategies to strengthen the rental housing ecosystem and improve the overall well-being of residents in China.

Keywords: housing conditions, job performance, life satisfaction, emotional well-being, rental housing market

ACKNOWLEDGEMENT

Firstly, I wish to convey my heartfelt gratitude to my advisor, Dr. Karnjira Limsiritong. Your steadfast support, deep knowledge, and patient guidance were essential throughout my doctoral journey. I consider myself incredibly fortunate to have gained from your mentorship.

I would also like to express my sincere appreciation to my dissertation committee members: Associate Professor Dr. Jun Jiang, Dr. Burin Santisarn, Assistant Professor Dr. Liou-Yuan Li, and Dr. Jidapa Chollathanratanapong. I am tremendously thankful to each of you for your insightful critiques, constructive suggestions, and dedication to my research. I would like to acknowledge Dr. Burin Santisarn; your thorough review of my dissertation and detailed feedback were invaluable, significantly enhancing the quality of this study.

My heartfelt thanks go to the faculty and staff of the Department of Management at Siam University for creating a nurturing academic environment and providing crucial resources throughout my studies.

To my beloved family – my mother, my cherished daughter, my siblings, and my extended family – thank you for being my steadfast foundation. Your unwavering love, encouragement, patience, and understanding sustained me through the trials of this journey. My daughter, your joy and resilience served as my daily inspiration. I also express my deep gratitude to Shandong Technology and Business University, my employer, along with my supportive colleagues there. Your flexibility and encouragement were vital in enabling me to pursue this degree while balancing my responsibilities.

As I conclude this chapter, I carry forward immense appreciation for every individual who played a role in this achievement. This dissertation represents not just my personal accomplishment, but a testament to the collective support, wisdom, and generosity that make scholarly pursuits achievable.

Wang Keyan

8 August 2025

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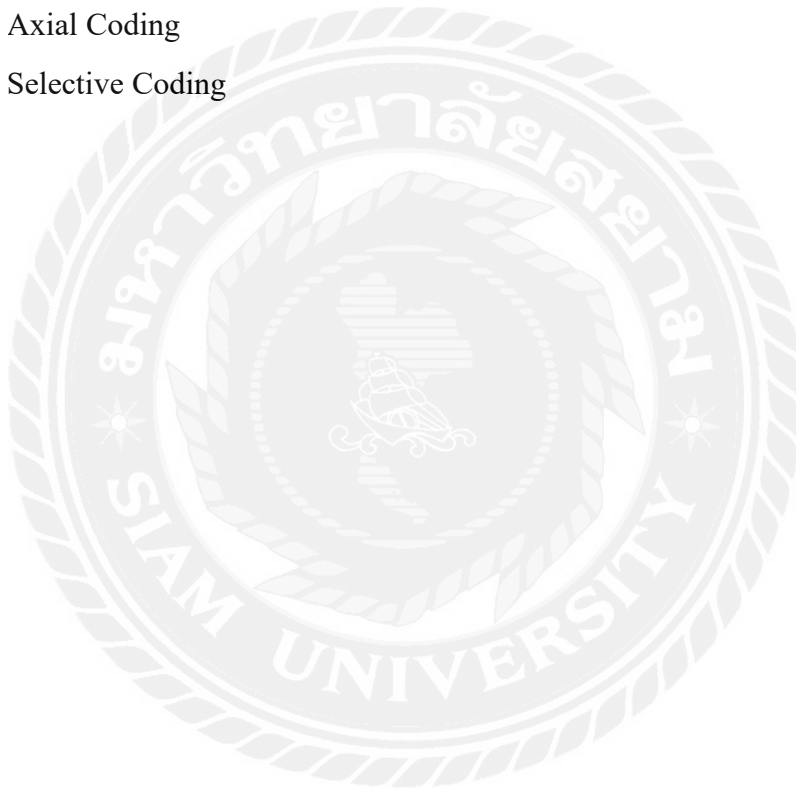
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CHAPTER 1

INTRODUCTION

1.1 Background of the Problem

Housing is an essential requirement for daily living and represents the largest single-cost item for most individuals and households (Zhang et al., 2018). The right to adequate housing is a fundamental human right, and safe and comfortable housing conditions are vital for every person and family (Tay & Diener, 2011). Housing is intricately connected to everyone's life as it provides shelter and the necessary living conditions for survival. Socially, housing serves as a manifestation of wealth and social status, influencing one's self-evaluation and the formation of social values (Zumbro, 2014). From a macro perspective, housing conditions are crucial indicators of urban livability and a significant objective of government macroeconomic policies (Wei Wanqing & Wei, 2020). Housing conditions are important because of their physical, social, and economic functions. Some studies have demonstrated the direct impact of housing conditions on life satisfaction and emotional well-being, as well as its indirect effects on job performance. For example, Dettmers et al. (2020) found that commute-related demands had a significant indirect effect on job performance, as these morning demands predicted start-of-work-time fatigue, which in turn was associated with daily job performance. Hu et al. (2022) found that families experiencing housing difficulties were less satisfied with their lives than families without housing difficulties. Liu et al. (2018) found that the social housing neighborhood had a significantly positive association with the respondents' emotional well-being. Murat et al. (2023) found that a number of dimensions, including housing, housing size, and satisfaction with the neighborhood, combined to affect an individual's level of life satisfaction as a whole.

The background of the Chinese housing rental market and the consequences of its impact can be analyzed from the following aspects.

1) The conflict arising from the Chinese people's obsession with real estate and the high house prices necessitate the involvement of the housing rental market.

In his book "A Nation of Homeowners," Saunders (1990) argued that individuals possess a natural preference for homeownership, driven by their instinct to maintain and establish territorial boundaries (Zumbro, 2014). Housing has always held significant importance in China, occupying a crucial position in people's lives. The Chinese people's fixation on land and houses can be attributed to various factors, including (1) traditional culture, (2) historical background, (3) political systems, and (4) socio-economic development.

(1) Firstly, China is an agrarian civilization, which means that the importance of land and property is deeply rooted in traditional Chinese culture. In traditional Chinese beliefs, land and property are essential for survival and the most important means of passing on family property and the Family Code from one generation to the next (Yongwen, 2016). This belief system is particularly prevalent in rural societies, where farmers consider land and property as a lifeline and the foundation for securing their families' livelihoods and future generations. Land serves as a significant guarantee for "wealth over three generations." Due to the fact that China is currently in the early stages of urbanization, this deep-rooted traditional belief from the agrarian civilization has been brought to the cities as well (Yongwen, 2016).

(2) Secondly, the historical context of China has laid the foundation for the obsession with land and real estate. Throughout Chinese history, land and real estate have symbolized social status, wealth and power, with land serving as the cornerstone of China's feudal society (Yao Shurong & Fei, 2022). In this system, landowners held absolute power and status, while others were subjected to exploitation and domination. This significance of land persists in modern society, where land and real estate continue to represent symbols of social status, wealth and power.

(3) Thirdly, China's policy system has also influenced the obsession with land and real estate. Since the establishment of the People's Republic of China in 1949, the country has implemented a state-owned land system where all land is owned by the state rather than individuals or private enterprises, and only land use rights can be leased and transferred (Junhua & Jiming, 2022). In mainland China, the acquisition and utilization of land are subject to government approval and regulation, resulting in uncertainty and instability in the land market. Government acquisition of land for public facility construction and urban

planning has also caused instability for some residents, which further reinforces the obsession with land and property (Junhua & Jiming, 2022).

(4) Finally, as China's economy grows and urbanization accelerates, the rapid increase in the value of urban real estate due to urbanization has made it the primary avenue for wealth accumulation, intensifying the enthusiasm of the Chinese people for real estate (Jinpeng, 2021).

In conclusion, the Chinese people's obsession with land and real estate results from many factors, including cultural traditions, historical background, policies and institutions, and socio-economic development. This obsession is widely recognized in Chinese society and has profoundly impacted China's economic and social development.

However, the high housing prices in China have led to the housing issue becoming a major social concern. The high cost of housing has increased the pressure on people's lives and seriously affected their quality of life and well-being.

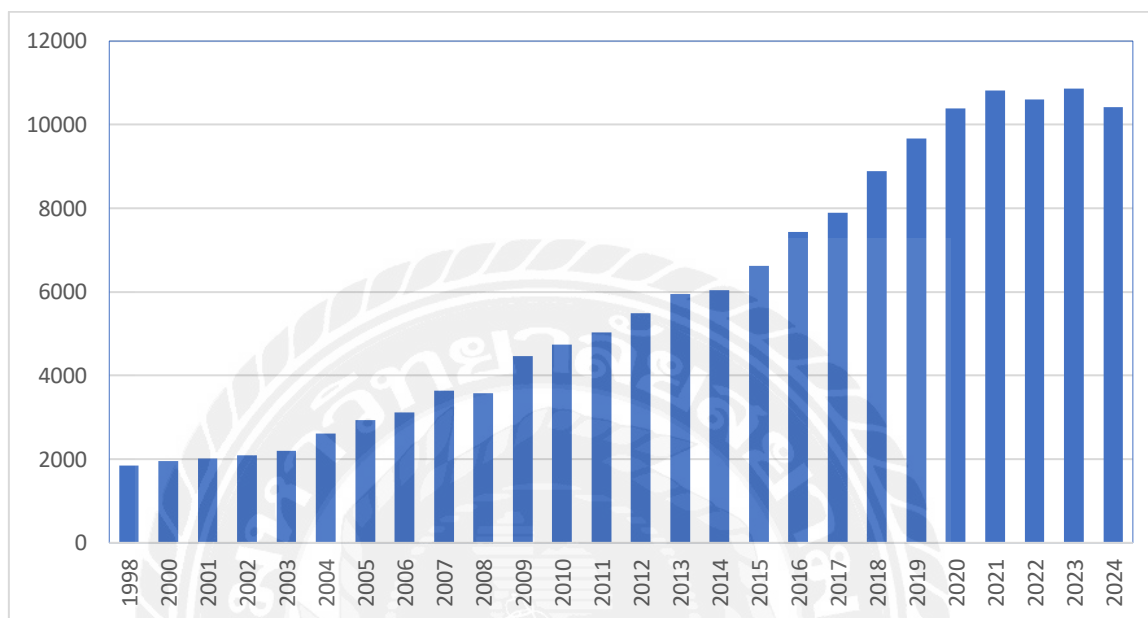
Using 1998 as the base year (The year when China's system of physical housing distribution completely ended and house prices began their upward path), the average price of residential commercial housing across China has risen from RMB 1,854 to RMB 10,419 by 2024, an increase of more than five times (shown as figure 1.1). This is only the national average price, while some major cities have seen prices rise by ten times. For example, in Shanghai, the largest city in China, the average price of commodity residential prices in the Jing'an district of Shanghai was increased nearly 60 times from RMB 2,048 in 1998 to RMB 129,900 in 2024 (Shanghai Statistics Bureau, 1998 and Shanghai Municipal Bureau of Statistics, 2022).

High house prices make it almost impossible for low-income families and young people who have just graduated and started working to purchase a home. The identification of low-income households varies from province to province in China, and academics generally agree with the National Bureau of Statistics of China (NBS) standard: all household incomes are divided into quintiles, with the bottom 20 percent of households identified as low-income households (Hu Hongwei & Chen Yilin, 2022). Focusing on the basic needs of vulnerable groups is a fundamental goal and principle of governments around the world in governing (Kosa et al., 2017), and how to solve the housing needs of these people becomes a necessary consideration. For low-income families and young people in

the transition phase who are just starting to work, renting becomes the best option to solve their housing needs (Chen Nuosi et al., 2023).

Figure 1.1

Average Commodity Residential Prices in China (RMB/m²), 1998-2024



Source: Applied information from the National Bureau of Statistics of China between (1998-2024)

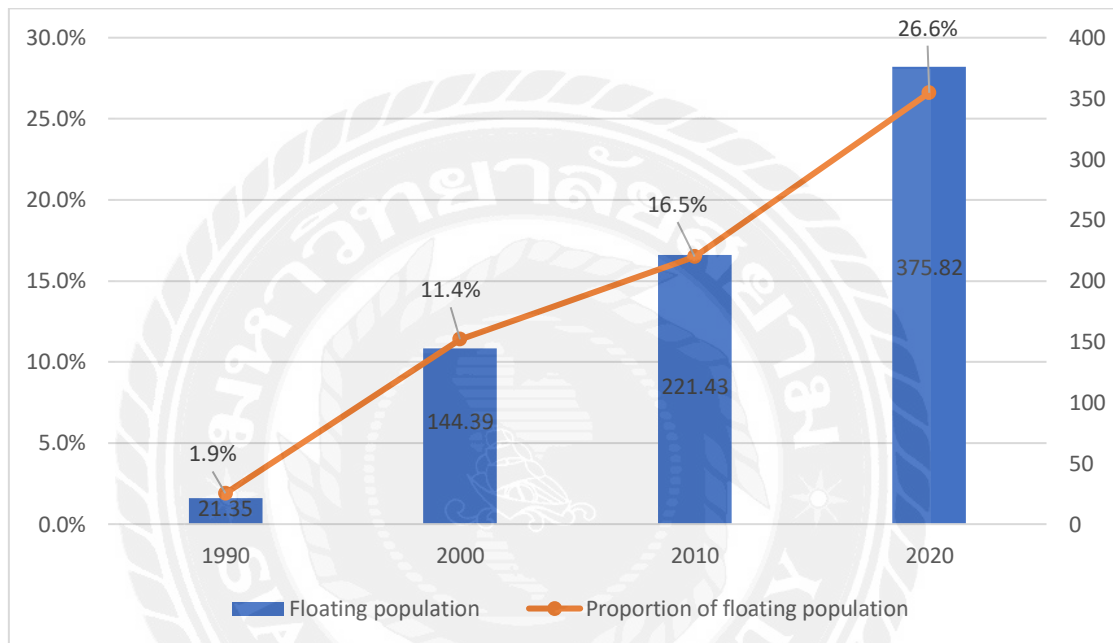
2) The housing needs of the large floating population in China's labor market need to be met by the housing rental market.

China's floating population rose from 1.9% of the total population in 1990 to 26.6% in 2020 (as shown in Figure 1.2). According to China's seventh population survey published by the National Bureau of Statistics of China in 2020, it has become quite common for China's population to have their place of residence and their place of household registration (called **Hukou** in Chinese) not coincide. These populations whose place of residence and household registration do not coincide are called floating populations. As of 2020, China's population with separated residence and household registration reached 492.76 million, accounting for 34.9% of the country's population, of which the long-distance migrant population reached 375.82 million, accounting for 26.6% of the country's population, and the cross-provincial migrant population reached 124.84 million (Zhang Jianguo & Qiuxiu, 2023). The population continued to cluster in economically developed regions, with rapid growth and increased concentration in major urban agglomerations such as the Yangtze

River Delta, the Pearl River Delta, and the Chengdu-Chongqing urban agglomerations (Lu Jiayin et al., 2023). Most cities in China, especially first-tier cities, require a local Hukou to purchase a home (Lai Cheng et al., 2023), so the majority of the migrant population who work in other places different from their household registrations have to rely on rented accommodation to meet their housing needs.

Figure 1.2

Size of China's Floating Population, 1990-2020 (in millions)



Source: Applied information from China Census Yearbook (1990-2020)

According to the China Census Yearbook 2020 published by the National Bureau of Statistics of China, the total number of households in China in 2020 was 494 million, of which 202.8 million were urban households, 107.6 million in towns, and 183.8 million in villages. In terms of the source of housing for urban households, approximately 25% of households rent their houses (Yujia, 2023). Based on the proportion of urban households living in rented housing, the number of urban households currently living in rented housing is approximately 50.7 million. With such a large population in need of rental housing, the development of a better and more regulated housing rental market must be given adequate attention (Office of the Leading Group for the Seventh National Population Census, 2022).

3) Housing conditions can affect resident's physical and mental health, life satisfaction, and job performance.

Many studies have shown that there is a strong relationship between housing conditions and health, with poor housing conditions leading to an increased incidence of many diseases. Bad housing conditions such as dampness, mould, overcrowding, cold, architectural barriers, and poor ventilation can lead to an increase in respiratory disease, postnatal depression (Deng et al., 2014), excess winter deaths (Almendra et al., 2017), acute rheumatic fever (Oliver et al., 2017), sleep disorders (Johnson et al., 2018), arthritis and domestic accidents (Battisti et al., 2021), and increase the medical expenses and cost of living for these families. Poor housing conditions lead to response measures and increased costs, which in turn increase pressure on housing and energy affordability (Hernandez et al., 2016). This is a vicious circle and improving the housing conditions of the population is the key to breaking this cycle. Some studies have shown that physical health is significantly associated with absenteeism and job performance (Wang et al., 2022). Therefore, the favorable or unfavorable effects of housing conditions on physical health can indirectly affect residents' job performance.

In addition to seriously affecting the physical health of the occupants, housing conditions can also affect their psychological and mental health. Mari-Dell'Olmo et al. (2017) found people who face housing insecurity experience intense mental distress and access to safe and adequate housing can improve the health of this population. Park & Seo (2020) argued there was a significant relationship between housing tenure and affordability and depressive symptoms, with renters being more likely to experience depressive symptoms than homeowners and unaffordable housing being associated with a higher likelihood of depressive symptoms. Kim et al. (2021) found depression scores were higher for those living in substandard housing than for participants who did not live in substandard housing. Some studies from many countries, including China, have shown that employees' mental health has a significant positive correlation with job performance, which indicates that housing conditions have an indirect effect on job performance through mental health (Hennekam et al., 2020; Lu et al., 2022a).

Studies have shown that different dimensions of housing conditions can affect occupants' life satisfaction and emotional well-being. The study of Zhan et al. (2022)

showed that individuals' subjective housing stress was significantly negatively correlated with subjective well-being in China, and the strength of its effect was greater than that of most perceived life environment factors. Yu et al. (2022) examined the relationship between rental housing conditions and well-being across different sources of rental housing in China's mega-cities (i.e., Beijing, Shanghai, Guangzhou, Shenzhen, and Hangzhou), and found that different sources of rental housing have different impacts on occupants' emotional well-being and life satisfaction. (Liu et al., 2018; Zhou et al., 2022)

Housing conditions can affect people's physical and mental health, emotional well-being, and life satisfaction, which in turn affects their health and energy status to start work and their performance at work. Approximately 25% of the population in China needs to rent to meet their housing needs (Yujia, 2023). Therefore, studying the mechanisms of how housing conditions affect life satisfaction, emotional well-being, and job performance in China's housing rental market can provide useful references for policy formulation and improvement.

4) China's housing rental market is still in the early stage of development.

In China, it was not until the outbreak of the Asian financial crisis in 1998 that the welfare-allocated public housing rental system ended and housing marketization began to take off. Under the influence of the Asian financial crisis and to boost domestic demand and stimulate economic growth, in July 1998, the State Council of China promulgated the Notice on Further Deepening the Reform of Urban Housing System and Accelerating Housing Construction, which explicitly called for the cessation of housing allocation, the gradual monetization of housing subsidies and the cultivation and regulation of the housing transaction market. The public housing rental system of welfare allocation has since ended, and the marketization of housing has taken off. In this important document, which was a turning point in the reform of China's housing system, low-cost housing rental was proposed for the first time in the housing security system, and the market-oriented mechanism of housing rental was initially established (State Council of China, 1998). However, as the central housing policy still focused on the construction and development of the housing transaction market, both low-cost housing rental as guaranteed housing and purely market-based rental housing were slow to develop. To date, the real meaning of

China's housing rental market development is just twenty years out, there are still many problems.

1.2 Significance of the Problem

The background analysis above shows that housing is among the most important issues for Chinese people. However, due to high housing prices and the restrictions of the hukou system, about one-quarter of Chinese urban households live in rented accommodation. People living in rental housing are more commonly vulnerable to unfavorable housing conditions and financial challenges than homeowners (Mawhorter et al., 2021). It is important to explore the actual housing conditions of this group and its impact on their life satisfaction, emotional well-being, and job performance.

Firstly, the high housing prices in China have led to the housing issue becoming a major social concern. The high cost of housing has increased the pressure on people's lives and seriously affected their quality of life and well-being.

From the background analysis, it can be seen that since the current high housing prices in China make it difficult for low-income groups and young people to afford the cost of buying a home, renting has become the main means of meeting their housing needs. A well-developed and well-regulated housing rental market will reduce the relative vulnerability of renters and increase their well-being and life satisfaction (Norris & Winston, 2012), and it is an important measure to resolve the conflict between high house prices and people's housing needs in China. The current rental market in China is unregulated, poorly developed, and not adequately considered (Jiang Shenlin & Chuan, 2023). Therefore, it is particularly important to study the development of China's housing rental market and its impact on renters' well-being and job performance.

Secondly, China's housing rental market is still plagued with problems, where renters are more commonly vulnerable to unfavorable housing conditions and financial challenges than homeowners.

China's housing rental market developed relatively late and has not yet achieved a high level of maturity. As a result, the housing rental market remains on the fringes of the real estate market, and there is still considerable chaos that greatly affects the lives of renters (Jin Zhanyong & Meng, 2021). The current rental market in China is unregulated, poorly developed, and not adequately considered (Jiang Shenlin & Chuan, 2023), and neither the

rights and interests of tenants nor the rights and interests of landlords have yet been better protected (Jin Zhanyong & Meng, 2021). All these problems are unfavorable to its long-term healthy development and can seriously affect the quality of life and well-being of people who live in rented accommodation. Therefore, exploring the real housing conditions of Chinese renters is essential to improving China's housing rental market.

Thirdly, this study explores how housing conditions in rental housing affect the health status, well-being, and work of the occupants and give more attention to this relatively vulnerable group to improve their housing conditions and well-being.

One of the core significances of this study is to reveal the complex mechanisms by which the multidimensional characteristics of housing conditions in the housing rental market affect residents' health, emotional well-being, and job performance, and to provide a scientific basis for improving the housing well-being of this relatively disadvantaged group. Currently, China's housing rental market is in a period of transition driven by both policy and demand upgrading, but the housing conditions of new citizens, youth groups, and low-income tenants are still facing significant structural contradictions, and there is an urgent need to explore the paths of their impacts from both theoretical and empirical perspectives.

Therefore, as explained above, housing conditions can affect people's health and well-being and are a very important issue for individuals, families, and the whole country. However, relatively few studies have extended the consequences of housing conditions to the field of work, and there is a lack of academic research focusing on the consequences of housing conditions on individuals of rental housing in China. This research therefore tried to examine the interaction mechanisms among housing conditions, life satisfaction, emotional well-being, and job performance of the residents of rental housing in China, to see whether the housing rental market affects Chinese people's job performance.

1.3 Research Questions

The main research questions are:

- 1) What are the interaction mechanisms among housing conditions, life satisfaction, emotional well-being, and job performance of the residents of rental housing in China?

- 2) How do housing conditions affect residents' life satisfaction and emotional well-being, which in turn affects job performance of the residents of rental housing in China?

1.4 Research Objectives

The purpose of this study is:

- 1) To examine the interaction mechanisms among housing conditions, life satisfaction, emotional well-being, and job performance of the residents of rental housing in China.
- 2) To explore how housing conditions affect residents' life satisfaction and emotional well-being, which in turn affects job performance of the residents of rental housing in China.

1.5 Scope of the Study

1) Scope of Area

The housing rental market discussed in this study refers to the urban housing rental market in China excluding Hong Kong, Macao and Taiwan.

2) Scope of Population

For the quantitative method: the research population of this study was limited to approximately 50.7 million urban working population living in rented houses in mainland China.

For the qualitative method: this study interviewed 10 key informants, including two landlords (one private landlord and one professional property manager), two rental agents, two tenants, two officials from the Housing Management Center, and two university professors.

3) Scope of Content

This study used the Person-environment Fit Theory and Conservation of Resources Theory to explain the relationship among housing conditions, life satisfaction, emotional well-being, and job performance of the residents of rental housing in China. Furthermore, “Bottom-Up” theory, social determinants of health framework, and job demand-resource

model were used to analyze life satisfaction, emotional well-being, and relationship between housing conditions and job performance.

4) Scope of Time

This study began in October 2022 and completed in 2025.

1.6 Expected Results

The results of the study are beneficial to the following:

- 1) This study enriches academic research on housing conditions, life satisfaction, emotional well-being and job performance with evidence from China.
- 2) The findings of this study provides references to entrepreneurs in the real estate industry to help them improve their business strategies and better meet customer needs.
- 3) This study provides some recommendations for the revision and improvement of China's housing policies to promote national well-being and productivity in China.

1.7 Key Definition

Housing conditions refer to the physical and environmental characteristics of a dwelling, which can affect the health, well-being, and quality of life of its occupants, and include the four dimensions: Affordability, Housing quality, Neighborhood and community conditions, and Accessibility to basic needs.

Life satisfaction is an individual's overall judgment of how well his or her life has been lived.

Emotional well-being refers to the emotional quality of an individual's everyday experience—the frequency and intensity of experiences of joy, stress, sadness, anger, and affection that make one's life pleasant or unpleasant.

Job performance is defined as the total expected value to the organization of the discrete behavioral episodes that an individual carries out over a standard period of time.

Rental housing refers to a form of housing in which the property owner transfers the right to use the property to a tenant for a specified period through a lease agreement, in exchange for the payment of rent. This arrangement allows the tenant to obtain the right of

occupancy. Rental housing encompasses various forms, including but not limited to ordinary residential housing, condominiums, villas, shared rentals, and employee dormitories.



CHAPTER 2

LITERATURE REVIEW

This chapter focuses on the literature review of the concept, measurement, influencing factors, and the relationships among life satisfaction, emotional well-being, housing conditions, and job performance, and formulates the research framework of this study based on this literature review. The review in this chapter is presented in 8 sections as follows:

2.1 Life Satisfaction

2.2 Emotional Well-being

2.3 Housing Conditions

2.4 Job Performance

2.5 Relationship between Variables and Theoretical Basis of this Study

2.6 Housing Rental Market in China

2.7 Relevant Research

2.8 Conceptual Framework, Operational Definition, Hypothesis, and
Explanation of Hypothesis

2.1 Life Satisfaction

Research on life satisfaction has been conducted for decades and is usually linked to quality of life studies and is often used to measure quality of life. For example, Andrews and Withey systematically studied the quality of life and satisfaction in various life domains in their book as early as 1976 (Andrews & Withey, 2012; Casas et al., 2022). This research conducts a literature review of life satisfaction including concepts, measurement methods, influencing factors, and outcomes.

2.1.1 Concept of Life Satisfaction

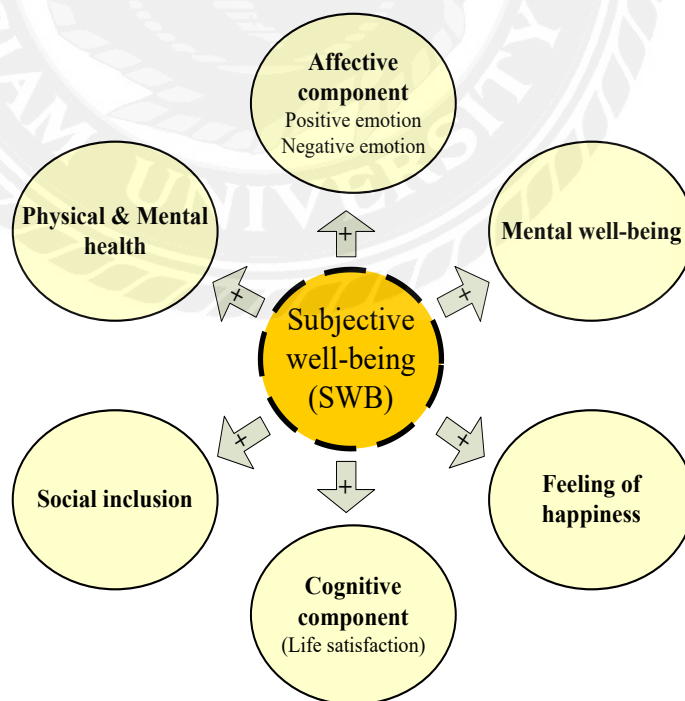
The concept of life satisfaction has been studied by philosophers and psychologists for centuries, but it was not until the mid-twentieth century that it began to receive widespread attention in the academic literature.

In the very beginning life satisfaction was mainly discussed in studies about quality of life, and most of them were about satisfaction in a specific domain, such as satisfaction with health, satisfaction with income, and so on. It was not until 1984, when Ed Diener coined the term subjective well-being and took life satisfaction as the cognitive component of subjective well-being (Diener, 1984), that scholars began to conduct a great deal of research on life satisfaction in the study of subjective well-being.

Ed Diener and his colleagues developed a tripartite model of subjective well-being (SWB) in 1980', including frequent positive affect, infrequent negative affect, and cognitive evaluations such as life satisfaction (Diener et al., 2018). Life satisfaction (i.e., the cognitive component of subjective well-being) refers to people's explicit and conscious evaluations of their lives, often based on factors the individual deems relevant (Diener et al., 2018). Studies from (Savard, 2023; Zhang & Li, 2022; Zhang et al., 2023) have focused on different life domains satisfaction, such as health, income, family, and so on. Meanwhile, there are researches that focus on overall life satisfaction (Shavit et al., 2021). The expanded subjective well-being model is shown in Figure 2.1.

Figure 2.1

Expanded Subjective Well-Being (SWB) Model



Source: Sadeghi et al. (2022)

This study defines life satisfaction as overall satisfaction: life satisfaction is an individual's overall judgment of how well he or she has been living his or her life. He or she can make a subjective judgment based on his or her own criteria, taking into account all the factors they consider important.

2.1.2 Measurement of Life Satisfaction

The first survey studies using life satisfaction measures were conducted in the United States in the 1960s (Veenhoven, 1996). The focus at that time was on mental health. In the 1970s, life satisfaction was a central theme in several American studies of social indicators. A landmark book was "Social indicators of well-being: Americans' perceptions of life quality", published by Andrews and Withey (2012). There are many measurements and scales of life satisfaction that have been developed by scholars since then, some of which have been widely adopted after continuous testing and validation. This study mainly introduces the three most commonly used and convenient scales available.

(1) Satisfaction with Life Scale (SWLS)

The SWLS was originally developed by Diener et al. (1985) and consists of five questions, for example, "My life is close to my ideal in most ways; I am satisfied with my life", using a seven-point Likert scale rating. The scale was later revised by Pavot and Diener (Pavot & Diener, 1993). The Chinese version of the scale was revised and tested by Chengqing Xiong and Yuanli Xu, and it was found to be well applicable in China (Xiong Chengqing & Yuanli, 2009). The scale takes only one minute of the respondent's time to complete and is very easy to understand. Due to its good reliability validity and ease of use, it has been widely adopted in studies around the world. This research also uses the Satisfaction with Life Scale (SWLS) to measure life satisfaction.

(2) Subjective Happiness Scale (SHS)

The subjective happiness scale was developed by Lyubomirsky and Lepper in 1999 and totally consists of four questions, for example, "In general, I consider myself a very happy person; Compared to most of my peers, I consider myself more happy", using 7-point Likert scale. The scale has an internal consistency coefficient of 0.79-0.94 and retest reliability of 0.55-0.9 and is stable across groups (US college students, Russian college students, US high school students, US adults, Russian adults, US adult women, US retirees)

and over time (three weeks to one year) (Pleeging et al., 2021). This scale has also been cited more frequently since its original development.

(3) The Cantril Ladder

The Cantril Ladder developed by pioneering social researcher Dr. Hadley Cantril in 1965 (Cantril, 1965) is a visual representation of life satisfaction where individuals are asked to rate their own life on a scale resembling a ladder, with the top representing the best possible life and the bottom representing the worst possible life. It has been tested and used by a wide variety of researchers since its initial (Sayili et al., 2025; Tsurumi et al., 2021). It is also adopted in Gallup's World Poll of more than 150 countries, representing more than 98% of the world's population, and Gallup's in-depth daily poll of America's well-being (Baptista et al., 2016).

2.1.3 Theories and Influencing Factors of Life Satisfaction

Traditionally, there have been two theories regarding the philosophical roots and implications for understanding the nature and determinants of life satisfaction, which differ in the causal assumptions: the '**bottom-up**' and '**top-down**' perspectives (Diener et al., 2018). The bottom-up theory posits that life satisfaction is a result of aggregating evaluations of various life domains or components. It suggests that individuals assess their satisfaction with specific aspects of their life (e.g., relationships, work, health, family life, marriage, financial situation, and housing) and then combine these individual evaluations to form an overall assessment of life satisfaction (Lee et al., 2022). The top-down theory posits that people have a basic tendency to view their lives either more positively or more negatively and the basic tendency can influence individuals' perspective on the features of their lives (Diener et al., 2018).

Existing studies suggest that both bottom-up and top-down processes play a role (Diener et al., 2018). Therefore, these two seemingly opposing theories can be meaningfully integrated, which means both objective life circumstances (as posited by those advocating bottom-up approaches) and holistic personality dimensions (as posited by top-down approaches) seem to influence life satisfaction (Carvajal-Arango et al., 2021).

Many factors can influence life satisfaction, from genes and demographics to social environment. Meta-analyses have shown that among the influencing factors of well-being and life satisfaction, genetic factors can explain 30-40% of the effect measures (Diener et

al., 2018), there is a possibility of a happy or unhappy personality (Zalewska & Zwierzchowska, 2022); while environmental factors can explain 60-70% of the amount of the effect (Diener et al., 2018). As environmental factors are the main factors affecting life satisfaction, and housing conditions studied in this research are an environmental factor, the literature review on influencing factors in this chapter focuses on environmental factors. There are many variables included in environmental factors, and this chapter will only sort out the effects of social factors on life satisfaction that are relevant to the topic of this study.

Numerous studies have shown that the social environment in which an individual lives is closely related to the level of life satisfaction. Firstly, the socio-economic environment can influence individuals' evaluation of life satisfaction. Research on the relationship between national income and life satisfaction and happiness is one of the most controversial and active areas of research, and existing studies have developed the famous "Easterlin happiness paradox" (Easterlin, 1974), where cross-sectional studies show that national income is positively associated with life satisfaction, i.e. residents in rich countries have higher levels of life satisfaction compared to residents in poor countries ; and the rich are generally happier than the poor; however, in a time series (over ten years), national income is not related to the level of national life satisfaction level, i.e., national economic development and growth in GDP is not accompanied by an increase in the level of national happiness (Easterlin & Angelescu, 2009). The inconsistency between national income levels and national happiness levels in cross-sectional and longitudinal is known as the famous Easterlin happiness paradox. A great deal of work has been devoted to seeking possible explanations around this finding. Oishi & Kesebir (2015) proposed that income inequality is a moderating variable in the relationship between a country's income and happiness, and that when economic growth and income inequality rise alongside each other, the positive effects of economic growth are offset by the negative effects of income inequality, resulting in economic growth and no growth in happiness. In addition, researchers have suggested that moderating variables such as social culture (Shepherd, 2022), social capital (Zheng et al., 2020), education level (Zhang, 2022) and marital status (Yang & Zhang, 2024) also can explain the happiness paradox to some extent. In addition to income, other socio-economic factors such as marital status, education and employment

status, price level, financial conditions are also closely related to life satisfaction level (Conzo et al., 2017; Muhammad et al., 2022; X. Y. Wang et al., 2022; Yaman et al., 2022).

Secondly, the socio-political and socio-cultural environment affects the level of life satisfaction. Oishi et al. (2018) used 1962-2014 data to analyze and found that progress in tax policy (e.g., higher income groups pay higher taxes) had different effects on the different social classes of individuals differently and mediation analysis shows that income inequality decreases over time as tax policy progresses; for low-income groups progress in tax policy leads to a perceived narrowing of the wealth gap, which in turn increases their life satisfaction (Oishi et al., 2018). Many studies have also found that the socio-cultural environment has a significant impact on the level of life satisfaction, which varies from country to country and region to region due to socio-cultural differences (Gutierrez-Carmona & Urzua, 2019; Marquez et al., 2022; Paloma et al., 2021).

Thirdly, the living environment influences the individuals' life satisfaction. The natural environment is positively associated with individuals' life satisfaction level and their physical and mental health, and individuals who live in urban areas with more green space (e.g., parks) have higher levels of life satisfaction and less mental illness (Riva et al., 2022). Residential noise, air and water pollution can also have a direct impact on residents' life satisfaction (Ortega-Gil et al., 2021). In addition to the above, social safety of the place where people live and commuting time from residence to workplace all can affect the life satisfaction of the residents (Pleeging et al., 2021; Zhu et al., 2019). All of these factors are elements of the housing conditions studied in this study, therefore it can be inferred from the effect of these elements on life satisfaction that housing conditions can affect life satisfaction.

Finally, living style is also an important factor that influences an individual's life satisfaction. Changing house can influence the life satisfaction level of individuals, the more they change house, the lower their life satisfaction and even the increased risk of death afterward (Raynor et al., 2022). Similarly, long commutes can also cause lower life satisfaction (Mouratidis, 2020). Data from large global samples show that life satisfaction is related to the freedom to choose how to spend one's time; even in impoverished countries, residents tend to report enjoying life more and smiling more, as long as they can decide how they spend their time; conversely, even in wealthy countries, unless residents can

decide how they spend their time, they will be less likely to enjoy life and smile less (Diener et al., 2018).

In summary, the social environment that ranges from the socio-political, socio-cultural, and economic environment to the daily living environment and lifestyle is closely related to the level of life satisfaction of individuals, so that the influence of the social environment on individuals cannot be ignored and is worthy of further research and exploration.

2.1.4 Outcomes of Life Satisfaction

Previous studies have focused more on the influencing factors of life satisfaction, but in recent years, researchers have begun to focus on the outcome variable of life satisfaction as well. Is high life satisfaction really a good thing, and does higher life satisfaction help people to achieve their goals? As far as the current research findings are concerned, life satisfaction is beneficial for individuals in such areas as physical health, social relationships, moral behavior, and work performance.

Firstly, existing research shows that individuals with high life satisfaction have better physical health and are more likely to engage in more healthy behaviors. A large number of meta-analytic studies and longitudinal follow-up studies have shown that indicators of subjective well-being such as positive emotions, life satisfaction, and optimism predict lower death rates and higher longevity (Lopuszanska-Dawid, 2018). Moreover, higher life satisfaction can predict less disease. For example, Kim et al. (2014) conducted a four-year follow-up study of US adults over the age of 50 and showed that higher life satisfaction was associated with fewer doctor visits, with the most satisfied participants having 44% fewer doctor visits than the least satisfied participants; after controlling for baseline health level, sociodemographic factors, psychosocial factors, and other health-related factors, the relationship between life satisfaction and number of doctor visits still exists (Kim et al., 2014). In exploring the mechanisms underlying life satisfaction and physical health, it was found that higher life satisfaction promotes individuals to adopt more healthy behaviors, such as choosing healthy foods, keeping up with Physical Exercise, less smoking, less alcohol abuse, and adoption of safer behaviors, and in turn to have a better physical health outcome (Brindal et al., 2022; Prakash et al., 2022).

Secondly, individuals with high level of life satisfaction have better interpersonal relationships, for example, are more likely to marry, less likely to divorce, have more friends, and people like them more (Lee et al., 2023; Xu & Zhao, 2022). The analysis of the large sample data found that life satisfaction was strongly linked to several important events in life and work. The researchers selected three representative national samples of data to analyze and found that higher life satisfaction was more likely to marry and have children and less likely to divorce, lose a job, find a new job, and change house; the predictive effect of life satisfaction remained after controlling for confounding variables such as gender, age, socioeconomic status, and Big Five personality, and was consistent across samples. This suggests that life satisfaction is a major predictor of the outcome of people's important life events (Luhmann et al., 2021).

Finally, individuals with high life satisfaction perform better at work, for example, more willing to help co-workers, more willing to do more extra work for the company or co-workers, less absence from work, less burnout, more creativity, more harmonious colleagues and work relationships, and the ability to recover more quickly from stressful situations and bad events (Salgado et al., 2019; Salgado & Moscoso, 2022). High life satisfaction can indeed lead to many beneficial behaviors, but in some behaviors, high life satisfaction does not necessarily lead to better outcomes. For example, research has shown that moderate life satisfaction performs best in achievement behaviors such as academic performance and income (Choi et al., 2022).

In summary, it is clear that high life satisfaction does not just make people feel good, but also leads to a range of behavioral outcomes. However, one of the biggest debates in this research area is that of reciprocal causation. Does high life satisfaction lead to physical health, interpersonal harmony and work achievement, or do physical health, interpersonal harmony and work achievement lead to high life satisfaction? More research is needed in the future to verify the causal relationship further. The synthesis of theoretical concepts from the literature review on life satisfaction in this chapter is shown in Table 2.1.

Table 2.1*Synthesis of Theoretical Concept on Life Satisfaction*

Concept of Life Satisfaction	Zhang & Li, (2022)	Oishi & Kesebir, (2015)	Muhammad, et al., (2022)	Wang et al., (2022)	Oishi, et al., (2018)	Connolly & Garling, (2022)	Gutierrez-Carmona & Urzua, (2019)	Marquez et ai., (2022)	Ortega-Gil, et al. (2021)	Zhu, et al. (2019)	Moscoso & Salgado, (2021)	Mouratidis,, (2020)	Diener et al., (2018)	Huang et al., (2023)	Zalewska & Zwierzchowska, (2022)	Marquez et al., (2022)	Salgado & Moscoso, (2022)	Tenney et al. (2016)
Socio-economic environment (such as national income, marital status, education and employment status, price level, financial conditions etc.) can influence individuals' evaluation of life satisfaction.		✓	✓	✓							✓							
Socio-political and socio-cultural environment affects the level of life satisfaction.				✓	✓	✓	✓	✓			✓							
Living environment (such as green space, noise, air and water pollution, commuting time etc.) influences the individuals' life satisfaction.	✓								✓	✓	✓							
Living style is also an important factor that influence an individual's life satisfaction.											✓	✓	✓					
High life satisfaction is beneficial for individuals in such areas as physical health, social relationships, moral behavior, and work performance.														✓	✓	✓	✓	✓

Source: Researcher (2024)

2.2 Emotional Well-being

Emotional well-being is an interdisciplinary topic that has received widespread attention in psychology, sociology, management, and other disciplines because it is closely related to individual psychology, social interactions, physical health, and cultural factors. This chapter mainly conducts a literature review on the concepts, theories, influencing factors, and outcomes of emotional well-being.

2.2.1 Concept of Emotional Well-Being

There are various scopes and definitions of the concept of emotional well-being in academia. Larsen & Prizmic (2008) argued emotional well-being can be thought of as a composite of positive affect (PA) and negative affect (NA) that ebbs and flows and has a momentary character reflecting a person's emotional status quo at any given time (Larsen & Prizmic, 2008). Kahneman & Deaton (2010) considered emotional well-being as the emotional quality of an individual's everyday experience—the frequency and intensity of experiences of joy, stress, sadness, anger, and affection that make one's life pleasant or unpleasant. Park et al. (2023) developed a working definition for emotional well-being: emotional well-being is a multi-dimensional composite that encompasses how positive an individual feels generally and about life overall. It includes both experiential features (emotional quality of momentary and everyday experiences) and reflective features (judgments about life satisfaction, sense of meaning, and ability to pursue goals that can include and extend beyond the self). These features occur in the context of culture, life circumstances, resources, and life course (Park et al., 2023).

The more widely accepted academic scope and definition comes from Diener, who conceptualized emotional well-being as a component of subjective well-being (SWB). SWB Subjective well-being consists of emotional and cognitive components, the emotional component is the emotional well-being studied in this research, and the cognitive component is the individual's cognitive evaluation of life, i.e., life satisfaction (Diener et al., 2018). Emotional well-being is people's positive moods and emotions and low levels of negative moods and emotions, and reflects not only momentary enjoyment, but also movement toward goals that are congruent with a person's motives (Diener et al., 2018).

The extended subjective well-being model shown in Figure 2.1 demonstrates that emotional well-being is the affective component of SWB.

Based on the existing literature and the research purpose of this study, emotional well-being in this research is defined as: emotional well-being is the emotional reaction component of subjective well-being, which refers to the frequency and intensity of positive affect and negative affect and emotional balance that an individual experiences in responding to life conditions and events.

2.2.2 Measurement of Emotional Well-being

After decades of research, there are many scales and methodologies available for the measurement of emotional well-being. Due to the specific focus on the subjective aspects of experience, the main and most commonly used measure in research are the self-report scales. In addition to self-reported scales, there are also some other methods that are applicable to different areas, such as diary methods, objective physiological indicators, electroencephalography and sociolinguistic measures.

(1) Self-report scale

There are many different self-reported scales of emotional well-being that have been developed through numerous research practices, most of which have high reliability and convergent validity. This chapter mainly introduces some most commonly used and convenient self-report scales available.

① Positive and Negative Affect Schedule (PANAS)

The PANAS was developed in 1988 by researchers Watson, Clark and Tellegen from the University of Minnesota and Southern Methodist University to measure emotional well-being, which consists of 20 questions using a five-point Likert scale (Watson et al., 1988). Participants were asked to assess the frequency of positive emotions (includes ten positive emotions, e.g., interested, excited, strong, proud etc.) and negative emotions (includes ten negative emotions, e.g., distressed, upset, guilty, nervous etc.) at present or at some time in the past. A child version of the PANAS (PANAS-c) was later developed to differentiate between the expression of anxiety and depression in children (Hughes & Kendall, 2009). In order to provide a shorter, more concise form of the PANAS that could

be applied to an older clinical population, the PANAS- sf was developed, which consists of only ten items. In order to provide more clarity on the content of the items, reduce differences in understanding and allow for widespread use in countries around the world, Edmund Thompson created an international version of the PANAS short form (I-PANAS-SF) (Thompson, 2007). Through numerous tests and studies, it has been determined that the I-PANAS-SF is on par with the original scale and can be used internationally as a reliable, valid, simple and efficient instrument. In 1994, Watson and Clark developed an expanded form of the PANAS, called the PANAS-X, that consists of 60 items that can be completed in 10 minutes or less (Watson & Clark, 1994).

To be more suitable for Chinese culture and Chinese people's understanding and expressing habits, the Chinese version of PANAS was revised by Qiu Lin et al. (2008) and widely adopted by Chinese scholars. This scale is often used together with the SWLS to measure respondents' level of subjective well-being in a comprehensive manner. The modified Chinese version of the PANAS scale will be used in this study to measure the emotional well-being of renters in China.

② The Profile of Mood States (POMS)

The Profile of Mood States Scale (POMS) is a psychometric scale developed by McNair, Droppleman, and Lorr to assess transient and varying mood states. In 1971, Douglas M. McNair, along with Maurice Lorr and Leo F. Droppleman, developed the first Mood States Scale (McNair et al., 1971), which became the cornerstone of being able to measure changes in people's moods. The early version of POMS consisted of 65 adjectives, and respondents were asked to rate themselves on a five-point Likert scale, reflecting their mood state over a particular period. Subsequent refinements led to a shorter version of POMS (Carcelen et al., 2023), which contained 30 adjectives and is still widely used today. POMS has endured as an indispensable tool for researchers, clinicians, and practitioners, enabling a more profound understanding of emotional well-being and contributing to improved mental health, performance, and overall quality of life.

(2) Diary Method

Due to the fact that self-report scales are often influenced by external factors such as weather, time of day, and the order of questions, many scholars use diary methods to ensure more accurate data, ESM and DRM are two commonly used methods of them.

The experience sampling method (ESM) requires the participant to wear an electronic device and to stop what they are doing at several random points in the day and fill out a questionnaire that asks “Where is the participant; what is he or she doing; who is he or she with; and how is he or she feeling?” (Kudrna & Kushlev, 2022). The experience sampling method avoids recall bias and reflects the participant's real-life moments and immediate emotional state. However, due to its high application costs and difficulty in capturing transient or infrequent life events, it is not suitable for collecting large numbers of samples.

The day reconstruction method (DRM) improves on the experience sampling method. Instead of disturbing the participant's normal life, the day reconstruction method asks the participant to recall the previous day in detail in the laboratory, breaking down the previous day's life into successive scenes and giving each scene a name (e.g., continuing work, eating lunch, etc.) (Shoshani & Yaari, 2022). The day reconstruction method (DRM) minimizes recall bias by recalling the most recent day, provides a comprehensive and detailed assessment of the participant's day, and allows for the capture of a richer and more diverse range of life events without interrupting the participant's normal life, which is considerably less burden on the participant.

Both of these methods can greatly reduce the interference of external factors on the participants and obtain more accurate information, but they are not widely applied at present due to their more complicated operational procedures and restricted samples, and are only used in studies with specific research purposes.

(3) Objective physiological indicators and electroencephalogram (EEG) measurements.

With the development of technology, researchers have begun to use physiological indicators and EEG to test participants' emotional well-being. Physiological indicators are mainly measured using physiological instruments to measure heart rate, skin conductance

response, blood pressure, skin temperature, heart rate variability, cortisol secretion, facial expressions, and respiratory rate (Zhou et al., 2023). Physiological indicators can objectively measure changes in mood, but they only reflect the degree of emotional arousal and cannot distinguish between positivity and negativity, so the use of physiological indicators sometimes needs to be accompanied by self-report scales. EEG measures are mainly using fMRI techniques to examine the relationship between happiness and the brain, and to explore the neural mechanisms of positive and negative emotions (Ren et al., 2019; Won et al., 2022). Both physiological indicators and EEG can objectively and realistically measure emotional arousal, but the application of these techniques is not yet mature and more research is needed to validate the neural mechanisms and physiological responses to emotional well-being.

2.2.3 Theories and Influencing Factors of Emotional Well-being

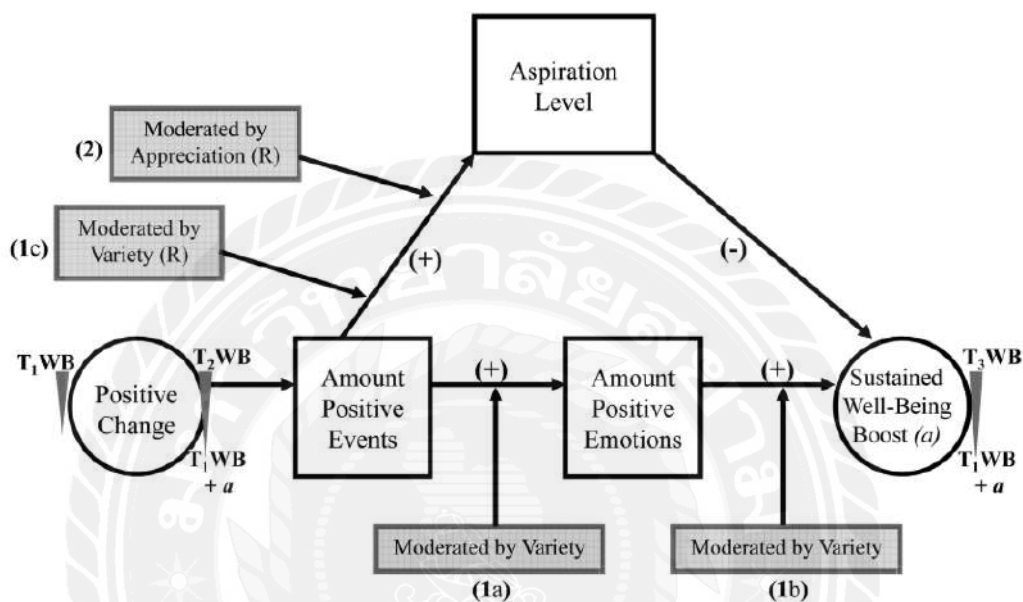
Research in the field of psychology and related disciplines has found that emotional well-being is influenced by a range of factors, including personality traits and genes, social and environmental factors. Understanding and addressing these factors can help to promote emotional well-being, mental health, and overall life satisfaction.

According to studies from (Diener et al., 2017; Diener et al., 2018), personality traits and genes can significantly affect emotional well-being. The best-known theory of the influence of personality traits and genes on emotional well-being is the Hedonic Treadmill Theory, which originally proposed by Brickman and Campbell (1971). This theory holds that people adapt to both good and bad events and return, over time, to their hedonic setpoints. For example, after a very good event such as winning a big lottery, a person initially reacts with strong positive affect (PA), but eventually adapts and returns to his or her baseline level. Negative events have a similar adaptation process; after a bad event, a person initially reacts with strong negative affect (NA), but eventually adapts and returns to his or her baseline level of NA (Ahuja et al., 2020). The hedonic treadmill theory suggests that people with different personality traits and genes will have different baselines of emotional well-being. This theory is supported by many studies, for example, Rogers et al., (2022) studied the emotional well-being of clinicians during the COVID-19 pandemic and found that participants with higher psychological resilience had higher emotional well-

being (Rogers et al., 2022). The adaptation process of the Hedonic Treadmill Theory is shown in Figure 2.2.

Figure 2.2

Hedonic Adaptation Prevention (HAP) Model



Source: Sheldon & Lyubomirsky (2012)

Health status is also an important influencing factor to emotional well-being. For example, Yakar et al. (2021) found a direct correlation between women's oral health and depression, which can affect their emotional well-being. Villasenor et. al., (2017) who studied the prevalence of depression and anxiety symptoms in mothers from three population areas in the state of San Luis Potosí, Mexico, and analyzed the relationship between these symptoms and their children's emotional well-being, found that a mother's mental health may jeopardize her child's social and emotional well-being.

In addition to the internal factors of personality traits, genes, and health status, external environmental factors are also important influences on emotional well-being. For example, it has been found that emotional well-being is affected by employment status, with those who are employed having a higher level of emotional well-being (Connolly & Garling, 2022). Economic stability and financial well-being can also affect emotional well-

being. Cultural factors also contribute to emotional well-being. Lorenzo-Blanco et al. (2022) studied a group of Latino-American adolescents and found that higher cultural stress predicted lower initial hope, which in turn predicted poorer emotional and behavioral well-being.

To be more relevant to the research topic, the review of external environmental factors in this study focuses on the living and residential environments. Studies from different countries have found that the tenure type and affordability of housing can affect emotional well-being (Will & Renz, 2023). Lopez et al. (2023) conducted thirty semi-structured interviews with Millennial and Gen Z immigrants in Southern California revealed that these long-term renters experienced extreme housing burdens, precarious housing conditions, and displacement. The stress of housing insecurity and discrimination as immigrants affected their sense of belonging and emotional well-being. Community or neighborhood environments, such as features of the built environment (e.g., housing type, access, availability, and location); parks and green spaces, community service facilities, and other service infrastructure (e.g., transportation) can affect children's social and emotional well-being (Poon et al., 2022). Sun et. al. (2021) through case studies in urban China found that longer commuting time has a significant negative indirect effect on life satisfaction and emotional well-being by reducing health, job satisfaction, and community social capital. Furniture and home furnishings can affect an individual's sense of home and overall well-being (including emotional well-being) (Hartwig & Mohamed, 2020). Friendship which is part of the familiarity of a community neighborhood also had a significant impact on the emotional well-being of the residents (Will & Renz, 2023). All of the above factors of the living environment that can affect emotional well-being belong to different dimensions of this study's independent variable-housing conditions. Therefore, it can be found that housing conditions have an impact on emotional well-being.

2.2.4 Outcomes of Emotional Well-being

A number of researches have shown that some outcomes related to emotional well-being can have an impact on various aspects of an individual's life.

Positive emotional well-being is generally associated with better physical and mental health outcomes. Studies have shown that individuals with higher levels of

emotional well-being tend to have lower rates of chronic illnesses, reduced inflammation, and improved immune system functioning (Li et al., 2021; Wypych-Slusarska et al., 2023). Moreover, high emotional well-being is linked to lower levels of anxiety, depression, and other mental health issues (Kohls et al., 2021). Research suggests that individuals with good emotional well-being are better equipped to cope with stress and adversity, which can protect them from developing mental health problems.

People with high emotional well-being generally report higher levels of life satisfaction. They tend to find more meaning and purpose in their lives and are more likely to pursue and achieve their goals (Connolly & Garling, 2022). Individuals with high emotional well-being are often better at handling conflict and communication in their relationships, leading to greater relationship quality (Ng et al., 2021). People with good emotional well-being are more resilient in the face of adversity and can bounce back from difficult situations more effectively (Rogers et al., 2022).

Emotional well-being can contribute to career success and advancement. Individuals with a positive emotional outlook often exhibit strong leadership skills, effective decision-making abilities, and the resilience to overcome setbacks, which can aid in career progression (Zheng, 2022). High emotional well-being is also associated with lower levels of burnout and work-related stress.

The main facets of emotional well-being are listed in Table 2.2.

Table 2.2

Crosscutting of Emotional Well-being

Factors of Emotional Well-being Author (year)	Positive emotion	Negative emotion	Emotion balance	Personality traits	Health status	Environmental	Living environments	Health status
Diener et al. (2018)	✓	✓		✓				
Will & Renz (2023)	✓	✓	✓	✓				
Rogers et al. (2022)	✓	✓		✓				

Author (year)	Positive emotion	Negative emotion	Emotion balance	Personality traits	Health status	Environmental	Living environments	Health status
Yakar et al. (2021)	✓	✓			✓			
Villasenor et al. (2017)	✓	✓	✓		✓			
Connolly & Garling (2022)	✓	✓				✓		
Zhou et al. (2022)	✓	✓	✓			✓		
Lorenzo-Blanco et al. (2022)	✓	✓	✓			✓		
Will & Renz (2023)	✓	✓					✓	
Lopez et al. (2023)	✓	✓	✓					
Poon et al. (2022)	✓	✓						
Sun et al. (2021)	✓	✓	✓				✓	
Hartwig & Mohamed (2020)	✓	✓	✓				✓	
Liu et al. (2018)	✓	✓					✓	
Ironson et al. (2018)	✓	✓						✓
Total	15	15	7	3	2	3	4	1

Source: Researcher (2024)

2.3 Housing Conditions

Housing conditions are an important foundation for people's lives and have a direct impact on their health, safety, and overall well-being. There is a long history of academic research on housing conditions, and numerous studies have examined the impact of housing conditions on various outcomes, including residents' physical and mental health, educational attainment, social mobility, etc. This chapter will present a literature review of housing conditions ranging from origin, concept, and dimensions to research directions and findings.

2.3.1 Research Origin, Concept, and Dimensions of Housing Conditions

The academic study of housing conditions has a long history, with research in this area dating back to the late 19th and early 20th century. Historically, housing has been the focus of poverty studies and the Centre of debate. Slum dwellings, overcrowding and terrible housing conditions, and the development and expansion of housing schemes dominate studies of urban life throughout the nineteenth and mid-twentieth centuries (Gromis et al., 2022).

One of the earliest studies of housing conditions was undertaken by the sociologist W.E. B. Du Bois. He and his team conducted a survey of the conditions of African Americans in Philadelphia in 1899. This survey examines in detail the housing conditions and rental affordability of African Americans. This study was later published in his book “The Philadelphia Negro: A Social Study” in 1899 (Du Bois, 1899). In the early 20th century, researchers such as Jacob Riis and Lewis Wickes Hine documented the poor housing conditions of immigrant communities in New York City, and their work helped to stimulate efforts to improve housing conditions and led to the passage of housing reform legislation (Riis, 1971). In the mid-20th century, research on housing conditions shifted towards examining the effects of housing on health and well-being (Whyte, 2012). Much of the recent research on housing conditions has focused on issues such as housing affordability, gentrification and the impact of housing markets on economic inequality. However, the impact of housing conditions on human physical and mental health, well-being, child development and the health of older persons continues to be a hot topic of research (Yoshida & Kato, 2022; Yu et al., 2022).

At present, there is no generally accepted and consistent standard on the concept and encompassing dimensions for housing conditions. Based on different research perspectives and purposes, scholars have defined the scope of housing conditions differently. The definition and dimensions of housing conditions in this study will be based on the research dimensions of several scholars who have studied housing conditions in more detail, and combined with the characteristics of China's particular housing reality.

Scholars examined the affordability dimensions of housing, arguing that affordability, housing support, and housing costs or fees are key determinants of housing

conditions (Borgoni et al., 2021; Park & Seo, 2020; Yoshida & Kato, 2022). In the context of China's reality, affordability is a very important dimension and will be included as one of the housing conditions dimensions in this study.

Other scholars such as Bobkov et al. (2021), Borgoni et al.(2021) and Wang & Zhang (2021) have studied housing quality, including tenure, housing type, housing size, privacy, ventilation, noise, livability, security, overcrowding and so on. Housing quality is the most important part in assessing housing conditions in any country, therefore this research will also consider housing quality as one of the most important dimensions of housing conditions to be studied.

Neighborhood and community conditions (divided into physical and socio-human environments) have also been the focus of many researches (Borgoni et al., 2021; Riva et al., 2022; Tang et al., 2022). China is a very interpersonal country and people like to be together and enjoy group activities. Therefore, neighborhood and community conditions are a very important dimension of housing conditions and are a key consideration when choosing a home. It can have a significant impact on people's living experience and life satisfaction. Neighborhood and community conditions will therefore be considered as a dimension of housing conditions in this study.

Accessibility to basic needs is also an important point mentioned in many literatures about housing conditions (Borgoni et al., 2021; Wang & Zhang, 2021). This dimension is particularly important in the context of housing conditions in China. In China, housing is not simply used for living, but it is also directly related to important social resources such as education, healthcare and social welfare (Jiang Shenlin & Chuan, 2023). The most important of these is education, and the right to enroll in China's nine years of compulsory primary and middle school education is directly linked to housing (Duan Liqun & Jiang, 2023). Public schools are divided into school districts according to the location of the house, and children from families who own a house within the district are allowed to access the school directly, while children from families who do not own a house within the district are not able to enroll (Gong Ziwei 2023). Housing ownership is almost the only requirement for admission to public primary and middle schools, which has led to create the concept of "school district house" in China (Gong Ziwei 2023). The price of houses within good school

districts has skyrocketed to several times the price of ordinary school district housing in the same city. Although some cities in China have introduced a "equal rights to rent and buy" policy for compulsory education enrolment, very few cities have implemented it and there are many obstacles to its implementation, which has had little practical effect and has also resulted in serious price increases for the related school district rents (Yimo, 2022). In addition to the right to compulsory education, nearby resources such as supermarkets, hospitals, green spaces, transport, recreational facilities and venues are also additional benefits of housing. Generally, the closer to these resources, the higher the price of the house. Therefore, this study considers accessibility to basic needs as a dimension of the housing conditions framework.

In summary, this study defines housing conditions as: Housing conditions refer to the physical and environmental characteristics of a dwelling, which can affect the health, well-being, and quality of life of its occupants, and include the four dimensions: Affordability, Housing quality, Neighborhood and community conditions, and Accessibility to basic needs.

2.3.2 Theories and Consequences of Housing Conditions

Many disciplines are focusing on the study of housing conditions, including sociology, economics, urban studies, public health, and architecture, etc., and there is a growing body of interdisciplinary research on housing conditions. This review of the literature on housing conditions ignores disciplinary boundaries and is divided into the following sections according to research directions and their outcomes.

(1) Housing conditions of the poorest and vulnerable groups

After more than 100 years of development, the overall living standards and housing conditions of people around the world have improved considerably compared to the living conditions described in Du Bois and Jacob Riis' book (Du Bois, 1899; Riis, 1971). However, there are still a large number of vulnerable groups in terms of housing, such as refugees due to wars and natural disasters, homeless people, people with the lowest incomes in most countries, low-income elderly, poor mothers and children, etc.

The housing conditions of refugees as a result of war or natural disasters are the most studied in this field. Many articles have examined the living conditions of refugees in

the Middle East due to prolonged war and instability, most of them living in refugee camps or the worst of the accommodation in the region. Housing conditions in refugee camps are generally poor, infectious diseases are more frequent and the physical and mental health of refugees is not good (Ahmad et al., 2021; Kahraman, 2022; Mahamid, 2020). The arrival of refugees in the host country also leads to a deterioration in the living conditions of the host population, the effects of which are more pronounced among poorer and less educated families, who are in what could be described as a competition for housing with the refugees (Alhawarin et al., 2021). A variety of political and practical challenges hinder improvements in refugee housing (Rosen et al., 2022).

Housing conditions in urban slums around the world are another hot issue in the study of the housing conditions of vulnerable groups. Slums and informal housing provide shelter for nearly one third of the world's urban population, most of them in developing countries (Fayehun et al., 2022). A large number of academic articles have examined housing in urban slums from a variety of perspectives, including the characteristics of slum formation and distribution, the relationship between poor housing conditions and physical and mental health, quality of life of slum dwellers, the various problems of children in slums, slum housing upgrading and security, and slum infectious diseases (Corburn et al., 2020; Fayehun et al., 2022; Joshi et al., 2020; Padhi et al., 2022; Patel et al., 2022; Roy et al., 2020). Studies have found that poor housing conditions in slums can lead to problems with the physical and mental health of the occupants, that the development of children in slums faces serious challenges (Corburn et al., 2020), and those outbreaks of infectious diseases are more likely to occur and are more widespread and extensive.

The housing conditions of Aboriginal (First Nations) people in countries such as Canada and Australia, and the relationship between housing conditions and their health and child development, is also a research concern for the study of housing conditions of vulnerable groups (Brodie et al., 2021; Moodie et al., 2021; Persaud, 2022; Standen et al., 2022). In addition, the housing conditions of Latino immigrant farm workers are also a focal point. Approximately 75% of farm workers in the US are Latino immigrants and approximately 50% of hired farm workers are not licensed to work in the US (Castillo et

al., 2021). Studies have found that they face many chemicals, physical and biological threats to their health and their housing conditions are very poor (Curl et al., 2021; Reber, 2021).

(2) The influence of housing conditions on people's health, quality of life and well-being

There is a growing body of academic research that focuses on the impact of housing conditions on people's physical and mental health and quality of life. These studies have positive implications for governments to focus on the housing problems of their people and to improve housing security measures.

Social Determinants of Health Framework highlights how housing conditions are a critical social determinant of health (Marmot & Wilkinson, 2005). Poor housing quality (e.g., overcrowding, dampness, lack of sanitation) can lead to physical and mental health issues. Dahlgren and Whitehead's rainbow model of health decision theory is shown in Figure 2.3.

Figure 2.3

Social Determinants of Health (SDOH) Framework



Source: Dahlgren & Whitehead (2021)

Studies from many scholars have shown that there is a strong relationship between housing conditions and people's physical health, and poor housing conditions will lead to an increased incidence of many diseases. Housing conditions such as dampness, mould, overcrowding, cold, architectural barriers, and poor ventilation etc. can lead to an increase in asthma and respiratory diseases (Zhou et al., 2022), Postnatal depression (Manzouri et al., 2025), Excess winter deaths (Mawhorter et al., 2021), Acute rheumatic fever (Lorentzen et al., 2022), Sleep disorders (Pang et al., 2025), Arthritis and domestic accidents (Battisti et al., 2021). This can lead to increased medical expenses and higher costs of living for these families.

Substandard housing conditions can also cause increased public expenditure on society and increase the burden on society. Riggs et al. (2021) found the direct government cost of substandard housing conditions is approximately NZ\$141 million per year. Approximately 229 people die each year from poor housing and the cost to society of these deaths is approximately NZ\$1 billion (US\$715 million). Damp and mouldy housing accounts for a significant proportion of New Zealand's disease burden. Improving people's living conditions could significantly reduce total hospital costs and potentially improve quality of life.

Poor housing conditions are also a major factor in the outbreak and transmission of infectious diseases such as malaria (Lawry, 2022), cholera (Goshu et al., 2022), dengue fever and tuberculosis (Chastonay & Chastonay, 2022), and improving housing conditions would reduce or eliminate these infectious diseases.

In addition to seriously affecting the physical health of the occupants, housing conditions can also affect their psychological and mental health. Park & Seo (2020) concluded there was a significant relationship between housing tenure and affordability and depressive symptoms, with renters being more likely to experience depressive symptoms than homeowners, and unaffordable housing being associated with a higher likelihood of depressive symptoms. Kim et al. (2021) found depression scores were higher for those living in substandard housing than for participants who did not live in substandard housing. Deteriorating mental health and psychological distress increase with the number of housing transitions (Rana et al., 2025). The mental health of people facing serious housing problems

is much worse than that of the general population, and improved housing conditions can lead to improved physical and mental health (Napierala et al., 2024).

Housing conditions are an important influencing factor on people's quality of life and well-being (Yu et al., 2022). Faka (2020) proposed an integrated approach for assessing and mapping the quality of life and quality of places as settlements. The quality-of-life indicators cover: socio-economic environment, housing conditions, infrastructure and services, as well as cultural and recreational facilities. Each indicator is assessed by a set of variables, each weighted according to residents' preferences and a hierarchical analysis. The degree of influence of housing conditions on quality of life, as measured by the hierarchical analysis, is 32%, much greater than the other four dimensions.

(3) The influence of housing conditions on the health and well-being of elderly people

The impact of housing conditions on the health and well-being of the elderly has become a hot topic of research as populations in many countries are experiencing increasing aging. These studies can be roughly divided into two categories: one focuses on the effects of housing conditions on the health and well-being of older people, particularly the effects of poor housing conditions. The other focuses on the suitability of housing for aging. What deficiencies exist in existing housing that are detrimental to the lives and health of older people, and how these deficiencies can be improved.

Studies have found that housing conditions are positively associated with the health status of older people, and improvements in housing conditions can significantly change their health status and reduce healthcare expenditure (Wu et al., 2022). Poor housing conditions, on the other hand, can lead to a reduction in healthy aging (Nie et al., 2021), severely affecting the health and well-being of older people and increasing their expenditure. Housing conditions of older people, particularly those associated with lack of heating, lack of lifts, and those associated with rented accommodation, can harm their respiratory health, physical functional limitations, and risk of frailty (Nie et al., 2021; Stephens & Allen, 2022).

There are also many articles that investigate the problems with the aging of existing housing and give suggestions for improvement. For example, Jarutach & Lertpradit (2020)

from Chulalongkorn University studied the housing conditions and related problems of people aged 60 years and above in four districts of Bangkok (Phasi Charoen, Pra Nakorn, Wang Thonglang, and Din Daeng districts). They found that the housing conditions in the four districts surveyed were problematic in all areas of aging, from indoor common areas to bedrooms, bathrooms, kitchens, and staircases. In response to the problems identified in the survey, detailed recommendations were given for the design and improvement of the housing stock (recommendations for the adaptation of common areas, bedrooms, bathrooms, kitchens, and staircases). Even the housing conditions in high-end residential areas have many problems in terms of aging.

(4) Housing conditions and the health and development of children

Studies from around the world have found a direct correlation between housing conditions and the physical and mental health and development of children.

Living in poor housing conditions (traces of mould, environmental tobacco smoke, etc.) has a significant impact on the occurrence of respiratory symptoms, bronchitis and asthma (Wypych-Slusarska et al., 2022). Housing conditions and home environmental factors are particularly important for the development of lung function and respiratory health of children (Kovesi et al., 2022).

In addition to the physical health, housing conditions also can affect children's mental health and development. Zhou et al. (2022) found that housing conditions were negatively associated with adolescent depression and positively associated with subjective well-being. Pillay (2017) found that most children living in informal housing (i.e., low-cost housing, such as shacks) in overcrowded conditions generally performed less well on literacy tests compared to those living in less crowded houses. Housing conditions are also directly linked to injuries and deaths among children. The predicted probability of early-onset delinquency among children at risk of housing with health/safety hazards was almost three times greater than the predicted probability of early-onset delinquency among children exposed only to disorder and/or deterioration, and nearly four times greater than the predicted probability of early-onset delinquency among children not exposed to any adverse housing conditions (Sabde et al., 2022; Wilson et al., 2023).

(5) A commentary on the research literature on housing conditions

Most research on housing conditions has focused on the housing conditions of disadvantaged groups, and the impact of housing conditions on physical and mental health and quality of life. The literature examining the relationship between housing conditions and subjective well-being has grown in recent years, but there is little has continued to extend the scope of research into the work context. This study attempts to take the impact of housing conditions one step further, from the impact of housing conditions on subjective well-being to job performance, exploring whether and how housing conditions have an impact on job performance.

The main facets of housing conditions are listed in Table 2.3.

Table 2.3

Crosscutting of Housing Conditions

Author (year)	Affordability	Housing quality	Neighborhood and community	Accessibility to basic needs	Tenure of the house	safety	Outcomes of housing condition	Housing conditions of the poorest and vulnerable groups
Novoa et al. (2015)	✓	✓					✓	
Yu et al. (2022)	✓	✓	✓		✓		✓	
Chan & Wong (2022)		✓		✓				✓
Will & Renz (2023)		✓	✓			✓		
Sharpe et al. (2018)	✓		✓	✓				
Van den Berg et al. (2018)		✓		✓			✓	
Tang et al. (2022)	✓	✓	✓	✓				
Bacter et al. (2021)	✓	✓	✓	✓				
Bobkov et al. (2021)	✓	✓	✓	✓				
Borgoni et al. (2021)	✓	✓	✓					
Zou & Deng (2021)			✓	✓			✓	✓

Author (year)	Affordability	Housing quality	Neighborhood and community	Accessibility to basic needs	Tenure of the house	safety	Outcomes of housing condition	Housing conditions of the poorest and vulnerable groups
Chu et al. (2022)	✓	✓			✓			
Park & Seo (2020)	✓	✓			✓		✓	✓
Xie & Chen (2018)	✓	✓						
Lee et al. (2022)	✓	✓	✓	✓				
Total	11	13	9	8	3	1	5	3

Source: Researcher (2024)

2.4 Job Performance

Due to its key role in the success of an organization, job performance has been a central topic of interest in the field of organizational behavior for decades. Research in this area has been conducted from various perspectives, including psychological, sociological, and economic. This section aims to provide a comprehensive overview of the research on job performance, covering its origin and concept, structure and measurement, and influencing factors.

2.4.1 Research Origin and Concept of Job Performance

The study of job performance has its roots in early scientific management theories in the early 1900's, which sought to optimize work processes and efficiency through the scientific analysis of work tasks. One of the first formal theories of job performance was proposed by Frederick Taylor (1919), who argued that worker productivity could be increased through careful analysis and measurement of work tasks and the use of appropriate incentives and training. Since then, research on job performance has expanded to encompass a wide range of factors that affect job performance. Some of the seminal works in the field include "Goal Setting Theory" by (Locke & Latham, 1990), "The Nature

of Performance" by (The job demands-resources model: State of the art Campbell, 1990), and "The Criterion Problem: 1917-1992" by (Austin & Villanova, 1992).

The dictionary definition of the word performance is 'how well or badly something works, achievement', and industrial and organizational psychology often uses the concept as job performance to describe how well 'work is done', reflecting a person's direct or indirect contribution to the achievement of organizational goals, as a combined value. In the field of management, creating and extracting value from employee performance is a central challenge for organizations and has led to the development of three different conceptualizations of job performance from the perspective of outcomes, behaviors, and competencies (Call & Ployhart, 2021).

Based on an outcomes perspective, job performance focuses on the outcomes that employees achieve within a given period of time, examining the achievement of a job or task in terms of outputs, outcomes or achievements (Motowidlo, 2003). Although employees' performance is also influenced by a number of variables such as ability, attitude, and circumstances, scholars with an outcome perspective have emphasized that outcome is the most effective indicator of job performance (Motowidlo, 2003). This perspective reflects firms' expectations and preferences for performance outcomes (Campbell & Wiernik, 2015). More specifically, from the employee's perspective, this is a direct reflection of his or her ability to meet the requirements of the job task; from the company's perspective, it is a judgement of whether the level of employee productivity meets the organization's expectations, and when expectations are compared to actual outcomes, employees' performance can be assessed as excellent, good, average or poor. This means that an outcomes-based perspective on job performance is a more objective and fair judgement, as measurable results are the best basis for judgement (Kim et al., 2022). However, it is also because of this that the outcome perspective of job performance has been criticized. In easily quantifiable task situations, employees' performance can be judged on the basis of the most basic piecework approach, but in highly innovative and service-oriented task situations, results have a time lag and can be misjudged on the basis of immediate performance alone (Atatsi et al., 2019). Even so, the outcome-based concept of performance continues to inform the development of performance criteria. Later, driven by

research in behavioral psychology, scholars began to enrich the conceptualization of job performance by focusing on the attitudes and behaviors of employees that help companies achieve desired target outcomes.

Based on a behavioral perspective, job performance refers to what employees do, i.e. their behavior (Campbell & Wiernik, 2015), specifically, the performance of work behaviors that are associated with an increased level of productivity. Throughout the existing literature, scholars have found that integrating behavioral performance into the process of performance appraisal not only harnesses and develops employees' cognitive and emotional abilities (Pham-Thai et al., 2018), but also stimulates innovative behavior (Lu et al., 2022b), individual and team engagement behaviors in their work roles, and organizational citizenship behaviors and a range of other behavioral attributes that promote organizational effectiveness and enhance individual performance (Tian et al., 2021). In this regard, the concept of job performance can be interpreted as the behavioral requirements of what employees are expected to do by the organization, which may relate to performance within responsibilities or may cover additional requirements outside of responsibilities, but the ultimate purpose is based on the normative nature of the behavior, from which companies derive valuable information to judge employees' performance. However, the behavioral perspective on the concept of job performance also faces problems. Not all of an employee's organization-related behaviors can be included in job performance, while the measurability and observability of the behaviors included in job performance varies considerably and some behaviors are difficult to measure.

Based on a competency perspective, job performance reflects the differences in expertise, experience and resilience of employees in achieving organizational goals (Campbell & Wiernik, 2015). This way of defining performance provides an additional emphasis on the employee's own qualities and competencies as underlying causes of individual performance strengths and weaknesses, based on the first two perspectives. In response, the concept of adaptive performance has been derived based on the capability connotation of performance to explain a person's ability to adapt and provide the necessary support for work in a dynamic work environment (Ramdhan et al., 2022). The emergence of new occupations as a result of technological innovation requires employees to take

responsibility for learning and adapting to job changes in an effective manner (Sumri & Mokhtar, 2023).

As research continues to develop, the three perspectives interact and become more integrated. Woodroffe (1992) expanded on the connotation of job performance as a combination of behaviors, competencies, and outcomes, with behaviors and outcomes connected through employee competencies. An integrated view of employee performance enriches the content of job performance, explains actual phenomena better and is more widely accepted with a loose definition. This study therefore adopts an integrated view of the concept of job performance.

2.4.2 Structure and Measurement of Job Performance.

(1) Structure of job performance

Job performance can be viewed as a unified concept or as a multidimensional concept consisting of multiple dimensions. Based on the three perspectives of outcomes, behaviors, and competencies, scholars usually classify job performance into multidimensional structures (see Table 2.4) and use different measurement tools according to their respective research needs. This chapter presents only the two types of divisions most commonly used in mainstream research, as follows.

Table 2.4

Dimensional Classification of Job Performance

Structure	Academic representation	Performance dimension
Two Dimensions	Podsakoff & MacKenzie (1997)	In-role behavior, extra-role behavior
	Motowidlo et al. (1997)	Task performance, contextual performance
Three dimensions	Allworth & Hesketh (1997)	Task performance, contextual performance, adaptive performance
	Koopmans et al. (2013)	Task performance, contextual performance, counter-productive work behavior

Structure	Academic representation	Performance dimension
Multi-dimensions	Zhiyi (2005)	Task performance, interpersonal performance, adaptive performance, effort performance
	Han et al. (2007)	Task performance, relationship performance, learning performance, innovation performance

Source: Researcher (2024)

Two-dimensional structures of job performance are represented by in-role and extra-role behaviors (Podsakoff & MacKenzie, 1997). It is obvious that this classification concept is based on the behavioral perspective of job performance. In-role behaviors, which emphasize the importance of the task, are grouped into a category of job role behaviors related to the completion of work tasks, also known as 'task performance'- behaviors within the defined scope of work that directly contribute to the completion of work tasks. Later, this dimension was extended in relation to the outcome dimension of job performance to include not only the content of the tasks that employees are required to perform, but also the personal requirements imposed by the formal role, such as the normative operation of processes and following supervisory instructions (Borman & Motowidlo, 1997). The latter emphasizes the notion of non-duty work, grouping individual behaviors such as helping, self-monitoring and collaboration into a category also known as 'contextual performance' - behaviors that do not directly contribute to task goals but play an important supporting role in supporting task achievement, such as voluntary and informally prescribed autonomous behaviors such as organizational citizenship and pro-social behavior, which can be considered as spontaneous performance in the context of the organization (Pradhan & Jena, 2017).

Three dimensional structures of job performance are represented by task performance, contextual performance and adaptive performance. Among these, adaptive performance emphasizes the individual's ability to adapt and provide the necessary work support in a dynamic work environment. This dimension requires employees to be able to

cope with unstable work environments, particularly as technological innovations bring about occupational changes and employees need to learn and compete effectively to adapt to changes in the labor market and employment environment (Griffin et al., 2010). In addition, the contextual content of performance has changed more in this three-dimensional model. This is because contextual performance is a complex collection of concepts (Call & Ployhart, 2021) that involves taking the initiative to take on extra work, helping others with difficult tasks, maintaining enthusiasm for work, working with others when needed, sharing key resources and information needed for organizational development, and complying with prescribed rules and regulations (Pradhan & Jena, 2017). This means that simply equating organizational citizenship behavior or helping behavior with contextual performance is not rigorous, or at least an incomplete understanding of the extra-work component. Therefore, people have started to refine the structural dimensions of contextual performance, involving teamwork, loyalty and determination, among others.

(2) Measurement of job performance

The measurement of job performance is generally based on the subjective judgement of the evaluator and is reflected in the form of performance ratings. The evaluators can be supervisors and others (e.g., peers, subordinates, themselves or customers), but from the company's perspective, supervisors' evaluations are generally the most commonly relied upon source of performance information.

In the process of research, different scholars have defined the meaning of job performance from different perspectives according to the purpose and target population, and on this basis formulated and developed job performance scales and verified their reliability and validity. Campbell (1990) stated that Eight Factor Model scale was gradually extended from military research to other organizational research. On the other hand, Borman and Motowidlo (1993) developed a two-dimensional task performance-contextual performance scale based on the Eight Factor Model by expanding on the dimensions and questions (Borman & Motowidlo, 1993). Van Scotter and Motowidlo (1996) retained the task performance dimension, while dividing contextual performance into interpersonal facilitation and job commitment, and developed a scale with a total of 15 items (Van Scotter & Motowidlo, 1996). Koopmans et al. (2013) proposed a scale named individual work

performance questionnaire (IWPQ) with three dimensions, including task performance, contextual performance, and counterproductive work behavior, with a total of 18 items, and has been tested in various industries and groups and across cultures (Koopmans et al., 2013). Version 1.0 of the IWPQ scale will be used to measure job performance in this study.

Another measurement of job performance is the use of objective statistics and records of specific behaviors or outputs. The advantage of this method is that it avoids the performance bias associated with subjective measures and provides a more objective and unbiased view of performance. For this reason, objective performance is also used frequently (Adekiya, 2023). However, the disadvantages of this method are also significant, as organizational records are more likely to suffer from contamination and loss of content than subjective assessments. Therefore, in terms of the choice of measurement method, there is a preference for subjective measures represented by scale scoring methods.

In summary, there is a greater variety of options for structuring and measuring job performance and a greater tendency to integrate outcomes, behaviors and competencies as corresponding dimensions of job performance, and to choose the appropriate measurement tools in relation to one's own research needs.

The main purpose of this study is to examine the impact of housing conditions on individual performance (both behavioral and outcome), focusing on individual perceived changes in their own performance rather than comparing individual job performance differences from an organizational perspective. Moreover, self-reported job performance scales have advantages: (1) they allow for the measurement of job performance in occupations where other measures are difficult to obtain (e.g., high complexity jobs); (2) unlike other stakeholders, employees have the opportunity to observe all of their own behavior; (3) they can avoid the bias caused by peers and managers evaluating performance based on their overall impression of the employee (i.e., the halo effect) ; and (4) it is easy to collect and reduces data loss and confidentiality issues (Ramos-Villagrasa et al., 2019). In addition, the corresponding management improvements proposed to employees based on the self-reported performance findings are more likely to be accepted by employees because the results of self-assessments are more acceptable to the self-assessors themselves

compared to the results of others' evaluations (Qian et al., 2022). Therefore, the evaluation of job performance in this study will use self-reported measurement.

2.4.3 Theories and Influencing Factors of Job Performance

Decades of research on job performance have identified a large number of factors that can influence job performance. Job Demands-Resources (JD-R) Model developed by Bakker & Demerouti (2007) is the more commonly used model when examining the influences on job performance, which focuses on the balance between job demands (e.g., workload, stress) and job resources (e.g., autonomy, support). JD-R Model proposes two parallel psychological processes: ①Health Impairment Process: High job demands and low resources can lead to exhaustion, burnout, and health problems. ②Motivational Process: Sufficient job resources can foster engagement, motivation, and positive outcomes like job satisfaction and performance. Over time, researchers incorporated additional factors, such as personal resources (e.g., self-efficacy, optimism) and the role of job crafting (employees shaping their job demands and resources). Factors influencing job performance in the JD-R model is shown in figure 2.4.

In this study, the factors influencing job performance were synthesized into three categories: individual employee characteristics, organizational characteristics and leadership characteristics.

(1) Factors of individual employee characteristics

It was found that employees' competencies, personality traits, attitudes and emotions have a significant impact on their job performance. Firstly, employee competency characteristics such as knowledge level, skills and abilities have a positive predictive effect on employees' performance, especially in-role performance (Yan et al., 2022). Secondly, personality traits have a significant impact on job performance. studies such as Lin & Tsai (2020) and Wang et al. (2022) confirmed that employees' responsibility and emotional intelligence have a degree of influence on in-role performance. Employee collectivist values, self-esteem, and role perceptions, on the other hand, are predictive of organizational citizenship behavior (Arshad et al., 2021; Iqbal et al., 2022). The research results of Yu et al. (2022) found that proactive personality and professional calling had a significant positive

effect on employee performance. Finally, individuals' attitudes and emotional factors can also affect their performance. Arshad et al. (2021) found that pro-social motivation had a positive effect on employees' organizational citizenship behavior (Arshad et al., 2021).

(2) Factors of organizational characteristics

The impact of organizational climate and the matching of individual and organizational values on employees' performance has received extensive attention and research. Highly aligned values between organizations and employees have a positive predictive effect on organizational citizenship behavior (Iqbal et al., 2022). Gürlek & Uygur (2021) confirmed the positive effect of organizational trust on employee performance. Kia et al. (2019) confirmed that service climate and ethical climate have a significant effect on employee performance within their roles.

Liu & Lin (2021) and Stirpe et al. (2022) and others conducted a large number of studies around this issue and the findings agree that the level of HRM in a company is effective in improving employee performance. Gürlek and Uygur (2021) verified the impact of service-oriented HRM practices on employee service performance, where organizational trust and affective commitment play a mediating role. Adil et al. (2021) conducted a study using a sample of 300 individuals who had been on board for less than six months and showed that strategic measures of organizational socialization promote knowledge sharing and role clarity, leading to more frequent organizational citizenship behaviors. Stirpe et al. (2021) conducted a study based on a job demand-resource model and the results showed that employee satisfaction with HRM practices affects employee engagement and further influences employee performance.

The social responsibility undertaken by a company has a significant impact on employees' performance (Scholten et al., 2022). Fang et al. (2021) studied 764 upper and lower-level portfolios and 271 middle managers from 85 companies, and the findings showed that corporate social responsibility at the organizational level was positively associated with employee performance. Ramdhan et al. (2022) found that social responsibility within a company can encourage increased work engagement, reduce burnout and ultimately improve performance. Social responsibility within a company is an important personal and work resource for employees.

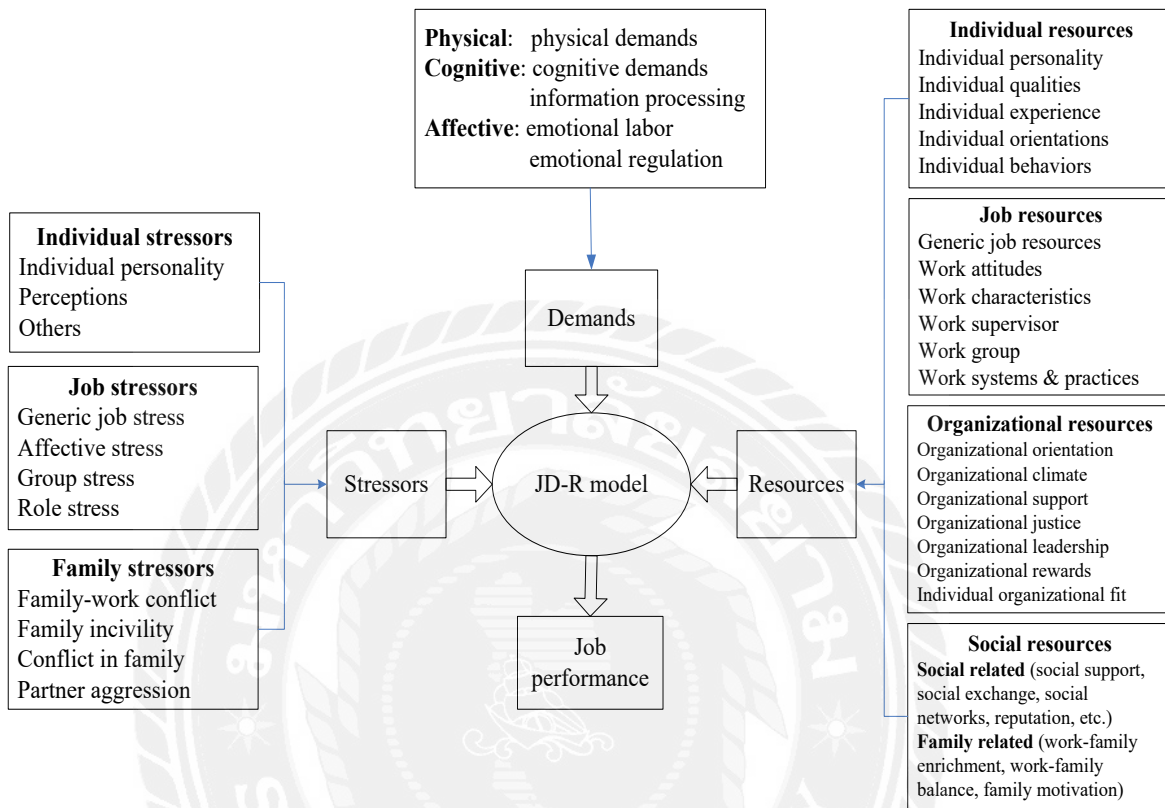
(3) Factors of leadership characteristics

Research in the area of leadership type and leadership style has shown that leadership style is a significant predictor of employees' performance. Yang et al. (2022) collated the effect of leadership style on organizational citizenship behavior through a meta-analysis and concluded that transformational leadership, transactional leadership, and supportive leadership behavior were significantly associated with organizational citizenship behavior. They found a positive relationship between humble leadership and employee performance, which was reinforced by the “network of relationships” between supervisors and subordinates. A study by Hadian Nasab & Afshari (2019) confirmed that authentic leadership has a positive predictive effect on employee performance. Ethical leadership is effective in enhancing the level of employee organizational citizenship behavior (Arshad et al., 2021; Kia et al., 2019). Furthermore, relationship attributes between leaders and subordinates are significant predictors of subordinates' job performance, commonly studied variables such as leadership member exchange, leadership trust, superior-subordinate relationships, and relationship practices (Arshad et al., 2021).

Pandey (2018) conducted a structured literature review of the factors influencing job performance using the Job demands-resources model. His structure covers almost all of the above factors and is structured in terms of three dimensions: stress, resources, and demands. This model provides a comprehensive and visual representation of the factors influencing job performance, as shown in Figure 2.4.

Figure 2.4

Factors Influencing Job Performance in the JD-R model



Source: Pandey (2018)

The main facets of job performance are listed in Table 2.5.

Table 2.5

Crosscutting of job performance

Factor of job performance Author (year)	Task performance	Contextual performance	Counterproductive behavior	Adaptive performance	Learning performance	Interpersonal relationship	Innovative performance	Organizational citizenship behavior
Campbell & Wiernik (2015)	✓	✓						
Salgado & Moscoso, (2022)	✓	✓		✓		✓		

Factor of job performance Author (year)	Task performance	Contextual performance	Counterproductive behavior	Adaptive performance	Learning performance	Interpersonal relationship	Innovative performance	Organizational citizenship behavior
Moreira et al. (2022)	✓			✓				
Li et al. (2021)	✓	✓	✓			✓		✓
Pulakos et al. (2019)	✓	✓		✓	✓		✓	✓
Chiganze & Sagsan, (2022)	✓			✓			✓	
Li et al. (2021)	✓	✓						
Dunn, & Mirzaie (2022)	✓	✓						
Rahim et al. (2020)	✓	✓						✓
Hadian Nasab & Afshari (2019)	✓		✓		✓			
Ramdhan et al. (2022)	✓	✓						
Adil et al (2021)	✓	✓	✓					
Gürlek & Uygur (2021)	✓	✓						
Liu & Lin (2021)	✓	✓	✓				✓	✓
Stirpe et al. (2022)	✓		✓					
Ramos-Villagrasa et al. (2019)	✓	✓	✓					
Call & Ployhart (2021)	✓		✓					
Krijgsheld et al. (2022)	✓	✓	✓					
Koopmans et al. (2014)	✓	✓	✓					
Total	19	14	9	4	2	2	3	4

Source: Researcher (2024)

2.5 Relationship between Variables and Theoretical Basis of this Study

This section provides an overview of the relationships between the four variables: housing conditions, life satisfaction, emotional well-being, and job performance. The relevant theories underlying this research are then presented.

2.5.1 Relationship between variables

(1) Relationship between housing conditions and life satisfaction

The influence of housing conditions on life satisfaction has been a hot research topic in the study of housing conditions and life satisfaction, and there have been many research findings (Chan & Wong, 2022; Zheng et al., 2020). Housing tenure has been a hot issue in research about the relationship between housing conditions and life satisfaction, and many studies have shown that homeowners living in owner-occupied housing have higher life satisfaction than renters living in rental housing. Ownership is not only a positional good and social norm, but a major form of wealth accumulation (Chan & Wong, 2022; Foye et al., 2018; Zheng et al., 2020). However, some scholars argue that home ownership has no significant effect on life satisfaction, or even a negative effect (Clapham et al., 2018; Zumbro, 2014). This ambiguous effect of home ownership can be partly attributed to excessive financial burdens, both immediate and long-term, which may offset the positive effects of home ownership (Nakazato et al., 2011; Zumbro, 2014).

Housing quality and housing satisfaction have also been the focus of research into the relationship between housing conditions and life satisfaction. Studies from Caffaro et al. (2019), Keller et al. (2022), and Tjornstrand et al. (2020) have shown that housing size, interior decoration and facilities, overcrowding, ventilation, cooling and heating, mould and pest infestation can affect residents' physical and mental health and life satisfaction. Researchers also investigated external physical environment elements of housing conditions, such as street type, green space, pavements, open space, parking lot, and community space; community facilities such as community centers, playgrounds, and libraries; and accessibility to amenities, including healthcare services, recreational services and the natural environment, on life satisfaction. The results of these studies found that most

of the factors mentioned above can affect life satisfaction of the residents (Lee et al., 2022; Mulliner et al., 2020; Riva et al., 2022; Wang & Zhang, 2021).

Other aspects of housing conditions such as location, commuting, affordability, and etc. can also have an impact on the subjective well-being and life satisfaction of occupants (Kang & Park, 2023; Mouratidis, 2020; Novoa et al., 2015).

(2) Relationship between life satisfaction and job performance

Research into the relationship between life satisfaction and job performance has been ongoing for more than three decades and there is a wealth of research findings. From 2.1.4 Literature review of the outcomes of life satisfaction it can be seen that life satisfaction has a direct impact on job performance. For example, studies have found that employees with high life satisfaction are more likely to be more productive, have lower absenteeism, be more creative, have lower staff turnover, have better relationships with colleagues, users and supervisors, receive higher wages, have lower unemployment, have higher job satisfaction, be more engaged, take less sick time, contribute more to company revenues and have better financial performance (Lado et al., 2021; Lee et al., 2022; Salgado & Moscoso, 2022).

Moscoso and Salgado (2021) conducted a meta-analysis of the relationship between subjective well-being and job performance ratings. They examined the relationship between job performance and overall subjective well-being, cognitive subjective well-being (life satisfaction) and affective subjective well-being (emotional well-being). The main finding was that overall subjective well-being was similarly correlated with supervisor ratings and self-reported performance ($\rho = .35$ and $\rho = .33$, respectively), but life satisfaction was more correlated with supervisor ratings than with self-reported performance ($\rho = .49$ and $\rho = .30$, respectively) (Moscoso & Salgado, 2021). Later, Salgado and Moscoso (2022) conducted another research to examine differences across countries/regions and the moderating effect of study type (cross-sectional vs. longitudinal) on the relationship between subjective well-being and job performance. Results showed that overall subjective well-being, life satisfaction and affective subjective well-being (emotional well-being) were predictors of job performance. Evidence of cross-cultural effects indicated that the relationship between life satisfaction and job performance was greater in the Asia-Pacific region than in the

European and US-Canadian regions (Asia-Pacific $\rho = .41$, European $\rho = .33$, US $\rho = .23$) (Salgado & Moscoso, 2022).

(3) Relationship between housing conditions and emotional well-being

From the literature review on housing and living environment in 2.2.3 Emotional well-being influences, it can be seen that various aspects of housing conditions (including affordability, housing quality, community conditions, neighborhood familiarity, and accessibility) can affect emotional well-being (Chan & Wong, 2022; Sun et al., 2021; Will & Renz, 2023).

(4) Relationship between emotional well-being and job performance

From the literature review of emotional well-being can be found that it has an impact on job performance. Individuals with a positive emotional outlook often exhibit strong leadership skills, effective decision-making abilities, and the resilience to overcome setbacks, which can aid in career progression (Zheng, 2022). High emotional well-being is also associated with lower levels of burnout and work-related stress. Studies have found that happy employees are more likely to be more productive, have lower absenteeism, be more creative, have lower staff turnover, have better relationships with colleagues, users and supervisors, receive higher wages, have lower unemployment, have higher job satisfaction, be more engaged, take less sick time, contribute more to company revenues and have better financial performance (Feng & Wang, 2025; Lado et al., 2021; Salgado & Moscoso, 2022; Wang et al., 2022; Yu & Chen, 2023).

Salgado and Moscoso (2022) conducted another research to examine differences across countries/regions and the moderating effect of study type (cross-sectional vs. longitudinal) on the relationship between subjective well-being and job performance. Results showed that affective subjective well-being (emotional well-being) were predictors of job performance.

(5) Relationship between emotional well-being and life satisfaction

Since the conceptual framework of Subjective Well-Being (SWB) was coined by E. Diener in 1984, Emotional Well-Being and Life Satisfaction have been used as the two components of SWB, therefore the correlation between the two is supposed to be high

(Diener et al., 2018). Moscoso & Salgado (2021) conducted a meta-analysis of the research literature over the past three decades and found that the correlation coefficient between cognitive SWB (life satisfaction) and Affective SWB (Emotional well-being) was 0.61.

(6) Relationship between housing conditions and job performance

The relationship between housing conditions and job performance seems so remote that almost no literature can be found that directly examines the relationship between them. However, it is still possible to find evidence from several studies that certain elements of housing conditions have an impact on job performance. For example, a study by Dettmers et al. (2020) found that the commute demand affects job fatigue which in turn affects job performance. Desmond & Gershenson (2016) found that housing insecurity leads to employment insecurity, which in turn affects job outcomes and performance. Carmen Binnewies (2009) found that being recovered in the morning was positively related to daily task performance, personal initiative, and organizational citizenship behavior, while being recovered in the morning was directly related to housing conditions. Meanwhile, many of the factors influencing job performance are related to housing conditions, such as individuals' physical and mental health status, recovery, subjective well-being, life satisfaction, and emotional well-being, which all can influence job performance and are also influenced by housing conditions (Dettmers et al., 2020; Vybostok & Stefkovicova, 2023; Zhan et al., 2022; Zhang & Li, 2022; Zou & Deng, 2021). One of the key research objectives of this study is to explore the real relationship between a person's most basic housing conditions and their social output--job performance, which has limited empirical evidence in the Chinese context.

2.5.2 The theoretical basis of this study

(1) Person-Environment Fit Theory

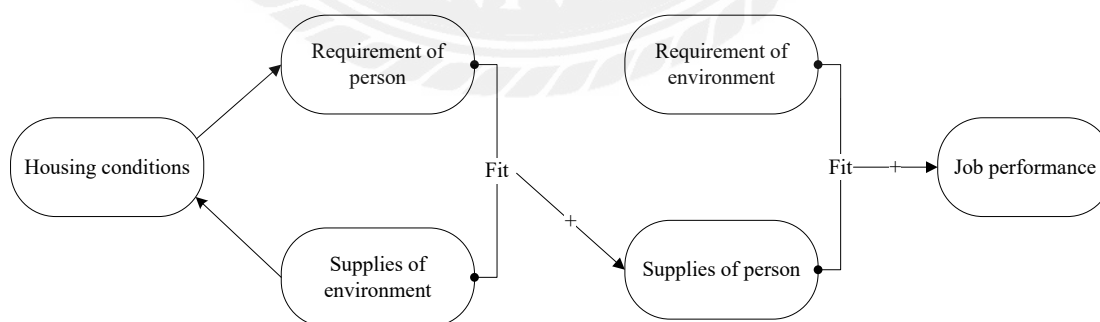
Person-environment fit theory provides a systematic research framework for understanding how person and environment combine and therefore generate stress and influence coping, and is one of the most widely used theoretical models in the field of stress research (Armitage & Amar, 2021; Lv et al., 2023; Xu et al., 2023). According to Edwards et al. (1998) overview of person-environment fit theory, the basic premise of the person-

environment fit model is that stress arises from an imbalance between the person and the environment, and when the equilibrium relationship between the person and the surrounding environment is disrupted, stress is generated and strain is induced. This simple but powerful idea of person-environment fit has taken centre stage in stress research and is reflected in other stress frameworks (Armitage & Amar, 2021). More specifically, a misfit or gap between personal and environmental characteristics may result in personal needs or job requirements not being met, resulting in strain (Edwards & Shipp, 2007).

In this study, housing conditions and job performance are both important elements of the environment in which individuals live. Housing conditions are an environmental supply to meet the needs of persons. On one hand, a good supplementary fit between housing conditions and the individual's housing needs is conducive to the individual's recovery and preservation of energy for work; on the other hand, suitable housing conditions can complement the basic needs of individuals for dwelling. Job performance is both an environmental demand and a supply to the individual. On the one hand, job requires the individual to invest time, energy, knowledge and skills in order to fulfil the requirements of the job and improve performance; on the other hand, job can also provide rewards and benefits to the individual to satisfy the individual's needs. The mechanism of the person-environment fit theory in this study is shown in Figure 2.5.

Figure 2.5

Mechanism of the Person-environment Fit Theory in this Study



Source: Researcher (2024)

(2) Conservation of Resources Theory

According to the Conservation of Resources Theory, people will always actively conserve and access resources and avoid potential or actual loss of resources (Hobfoll et al., 2000). Hobfoll (1989), the founder of this theory, defines resources as "all objects that give individuals a sense of value and the way in which they are obtained", which can be used both to meet an individual's needs and to define the social position of the individual (Lee & Ashforth, 1996).

There are three main inferences of the Conservation of Resources theory: 1) individuals will first ensure that resources do not suffer loss, i.e., the more valuable the resource is to the individual, the more necessary to protect it, which means individuals will tend to consume excess resources to protect the inherent resources (Hobfoll et al., 2001); 2) as individuals have more resources, they are in a better position to cope with resource depletion and create opportunities to gain more resources; 3) the emergence of stress is a cyclical process in which 'the Strong Get Stronger and the Weak Get Weaker'. Conservation of resources theory reveals two types of spiral effects on resources, namely the Gain spiral and the Loss spiral. The Gain spiral refers to the fact that individuals with abundant resources are more likely to acquire resources and that the incremental acquisition of resources is proportional to the availability of resources; the Loss spiral refers to the fact that individuals who lack resources not only face a greater risk of resource depletion, but also make the investment of resources to compensate for the depletion exceed their income, resulting in the phenomenon of "The strong getting stronger, the weak getting weaker". (Hobfoll, 2001)

As suggested by Hobfoll (2011), conservation of resources theory is particularly well suited in work-family conflict. According to the scarcity paradigm of work-family conflict, the multiple roles that employees possess will create conflict and the needs of all roles cannot be met with limited time and energy (Chen et al., 2024). At the same time, conservation of resources theory also proposes that if employees' perceived resources are sufficient to cope with work demands, stress will be relatively relieved; conversely, work or family load will take up a lot of resources, leading to a lack of physical and psychological resources, which will further affect factors such as well-being, performance, and

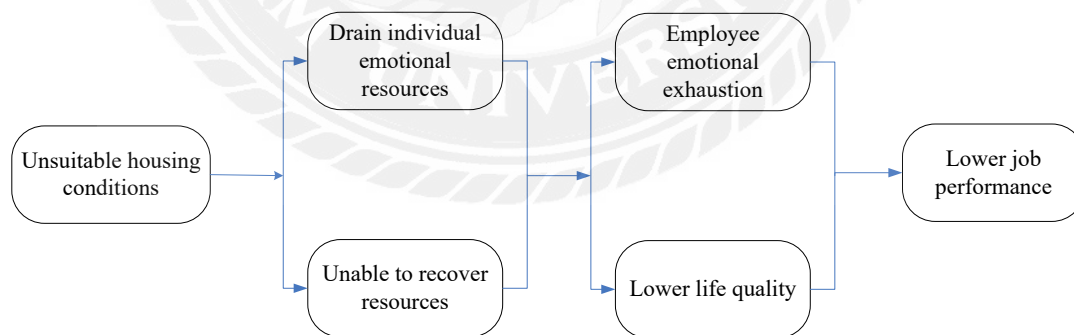
willingness to quit a career (Hobfoll, 2011). Housing conditions are an important element of everyone's family life and represent a significant share of each individual's family responsibilities, which makes it feasible to use conservation of resources theory as one of the theoretical foundations for this study.

According to conservation of resources theory, the two-way conflict between work and family can affect employees' emotional exhaustion and work status through resources. From a **work-family conflict** perspective, work takes up a lot of time and energy of the employee and the individual is forced to divert resources that should be used in the family to work, then the individual will lack sufficient resources to take care of the family and cannot effectively fulfil the responsibilities that belong to him/her in the family (Bai et al., 2021). From the perspective of **family-work conflict**, increased family demands or lack of suitable housing conditions to recover physical and emotional energy will also result in employees having fewer resources to devote to work, thus leaving them without resources to cope with work demands (Chen et al., 2024)

The mechanism of the role of the conservation of resources theory in this study is shown in Figure 2.6.

Figure 2.6

Mechanism of the Conservation of Resources Theory in this Study



Source: Researcher (2024)

2.6 Housing Rental Market in China

As mentioned in Chapter 1, the housing rental market discussed in this study refers to the urban housing rental market in China, which has gone through two very distinct stages of development: planned economy stage and market economy stage. The overview of

China's housing rental market will be divided into three sections: the history, the current situation and the main problems that exist.

2.6.1 The History of China's Housing Rental Market

The History of the development of urban housing rental system in China can be divided into two major stages, pre-reform and post-reform, taking the 1978 housing commercialization reform as the boundary, and each stage has gone through several distinctive sub-stages (Duan Liqun & Jiang, 2023).

(1) Pre-reform from the founding of New China in 1949 to 1978

Before the reform of housing commercialization was implemented in 1978, China's housing rental system mainly went through the following three stages of development.

① The first stage from 1949 to 1956. In February 1950, the first real estate exchange in China, the Beijing Urban Real Estate Exchange, was established in Beijing to regulate housing transactions in the market, which was the beginning of New China's regulation of the real estate market. During this period, the main feature of the housing rental system was "Privately owned – privately operated", i.e., the state recognized and protected private housing ownership, but the market was seriously reorganized, and speculation, price fixing, and eviction of tenants were strongly combated (Cheng, 1999).

② The second stage from 1956 to 1958. From January 1956, housing rental in China began to a transitional stage from private to public ownership. Within this stage, the housing rental system is characterized by "privately owned – public operation", i.e., the state recognizes the ownership of private housing, but stipulates that private housing rentals must be entrusted to state-owned companies and social organizations to operate on behalf of the state, and that the rental price carries out the unified state standard, and the lessor is not allowed to establish the rent price on his own (Central Office of the Communist Party of China, 1956).

③ The third stage from 1958 to 1977. During this period, the main feature of the housing rental system was "public ownership – public management", that means the elimination of private housing ownership, the state invested in the construction of residential housing to be rented to residents at very low rent or free, and the legal system put an end to all private housing rental behavior. Housing for urban residents is mainly

supplied by their employers, which carry out housing construction in accordance with the state's capital investment plan, with 90% of the construction funds coming from government grants and a small amount relying on the employers' own funds. The allocation of housing became a form of welfare at work. This regime of low wages and high welfare, with the employer responsible for allocating housing, was in place for over 20 years from 1958 to 1978 when the reform and opening up took place. (Qimao, 2013)

(2) Post-reform after 1978 to the present.

China began its reform of housing commercialization in 1978 along with the start of China's economic reform and opening up. During more than 40 years of housing reform and development, China's housing rental has gone through the following four main development stages, and a real housing rental market has gradually been established.

First stage: the beginning of the real estate market and the exploration of the reform of the public housing rental system (1978-1997).

After the 1978 Conference on Urban Housing Construction, China began a pilot scheme to sell subsidized public housing. Due to the lack of a relevant regulations, many areas experienced a "housing sale at low price" from 1986 to 1988, resulting in a massive loss of state-owned housing assets (Shiyun, 2009). In June 1988, the Ministry of Housing and Urban-Rural Development called a halt to the sale of subsidized public housing and replacing it with full price. From 1988 to 1993, the State Council held three national working meetings on housing system reform, and in 1994, the State Council promulgated the Decision on Deepening the Reform of the Urban Housing System, which explicitly proposed to promote rent reform and the steady sale of public housing (State Council of China, 1994). In 1995, the Rules for the Administration of Urban Housing Rental was introduced, establishing a basic legal regulatory framework for the trading and management of the housing rental market. Although housing system reform policies were frequently introduced during this period, the advancement of housing commercialization reform was generally slow. In 1993, the proportion of households renting public housing among urban residents was still as high as 69.76%, and in 1997 it also reached 56.72%. Public housing rental is still the main way to meet the housing needs of most urban residents, and housing

rental has not yet formed an independent market mechanism. (Shiyun, 2009); (Ministry of Construction, 1995)

Second stage: Rapid development of the real estate market and initial establishment of the housing rental market mechanism (1998-2008).

Under the influence of the Asian financial crisis and in order to boost domestic demand and stimulate economic growth, in July 1998, the State Council of China promulgated the Notice on Further Deepening the Reform of Urban Housing System and Accelerating Housing Construction, which explicitly called for the cessation of housing allocation, the gradual monetization of housing subsidies and the cultivation and regulation of the housing transaction market. The public housing rental system of welfare allocation has since ended, and the marketization of housing has taken off. In this important document, which was a turning point in the reform of China's housing system, low-cost housing rental was proposed for the first time in the housing security system, and the market-oriented mechanism of housing rental was initially established (State Council of China, 1998). However, as the central housing policy still focused on the construction of the housing transaction market, both low-cost housing rental as guaranteed housing and purely market-based rental housing were slow to develop.

Third stage: Deepening regulation of the real estate market and formation of a dichotomous pattern in the housing rental market (2009-2014).

In 2009, stimulated by the easing policy, the real estate market rebounded rapidly and the price of housing rose sharply, while the supply of subsidized housing was seriously insufficient. In order to solve the problem of increasing housing burden of urban residents, in June 2010, the Ministry of Housing and Urban-Rural Development and seven other ministries and commissions jointly issued the "Guidance on Accelerating the Development of Public Rental Housing", positioning the vigorous development of public rental housing as an important initiative to improve the housing supply system, cultivate the housing rental market and meet the basic housing needs of low- and middle-income urban households. Since then, public rental housing has gradually replaced affordable housing as the main mode of supply of subsidized housing, and the Chinese housing rental market has formed a parallel "dual" pattern of a subsidized rental housing market dominated by low-cost housing

and public rental housing, and a fully commercialized housing rental market. (Chinese Academy of Social Sciences, UN-Habitat, & Joint Expert Group, 2012).

Fourth stage: Deepening the supply-side reform of the real estate market and establishing a housing system that combines rental and purchase (2015-present).

After China's economy entered a new normal, the central government shifted from the past idea of "emphasizing purchasing over renting" to "renting and purchasing" in the reform of the housing system. In October 2017, the report of the 19th National Congress proposed to "speed up the establishment of a housing system with multiple main bodies supplying, multiple channels guaranteeing, and equal access to rent and purchase". The report of the 19th National Congress adjusted the term "purchase and rent" to "rent and purchase", which actually means that the central government will put more effort into developing the housing rental market while stabilizing the current commercial housing sales market. (Duan Liqun & Jiang, 2023; Pei, 2018)

2018 Central Economic Work Conference proposed "build a long-term mechanism for the healthy development of the real estate market" and "improve the housing market system and housing security system". One of the core requirements of "perfecting the housing market system" is to balance the commercial housing market and the housing rental market, so as to avoid overheating of the local market due to capital gain (Yu, 2018).

2.6.2 The Current Situation of the Housing Rental Market in China

After decades of development, China's housing system has now formed three major markets: the commercial housing market, the subsidized housing market and the housing rental market. However, the development of these three markets has not been balanced. Among them, the commercial housing market accounts for the largest share and is in the main part of the housing market, which is also the main driver of the hot real estate market and soaring housing prices. The second is the subsidized housing market, which has also developed and expanded to a certain extent in recent years due to the strong support of national policies. However, the housing rental market developed slowly and has a lower occupancy rate (Yixue, 2022), and there are many problems such as unregulated market order and inadequate supporting facilities. The housing rental market should be an important guarantee for solving the housing needs of low-income people and the migrant

population in cities, but now it is in a state of deficiency, resulting in people who should solve their housing needs through renting being forced to purchase bearing the high housing costs.(Hu Jingjing & Shiqin, 2022; Yujia, 2023)

(1) There is a diversity of demand in China's housing rental market

① Housing demand arising from urbanization. Since the urbanization, a large number of rural populations have moved to cities, creating a huge amount of housing rental market demand, which is an important component of rental demand. In addition, a large number of university students from the rural areas study and stay in the cities for employment after graduation, and they become the main force of housing rental demand when they first enter society and cannot afford to purchase a home.(Yixue, 2022)

② The demand for rental housing caused by the divergence between rents and house prices. In recent years, China's real estate market has been booming and house prices have soared, far outstripping rent increases, creating a large number of people who have difficulty in purchasing a home. As a result, a large number of people who do not yet have the financial ability to purchase a home are turning to the rental market, creating a large demand for rentals.(Duan Liqun & Jiang, 2023)

③ The restrictive purchase policy in the real estate market has caused some of the demand for home ownership shift to rental demand. The excessive boom in the real estate market and the accumulation of bubbles have become important factors triggering systemic risks in the Chinese economy. In order to control house prices, the government started to introduce intensive regulatory policies. However, while these restrictive policies has controlled the demand for investment and speculation, it has also affected some of those who have just needed to purchase a home, forcing them to turn to the housing rental market. (Zhiling, 2022)

④ The demand for rental housing derived from the large number of single people. As the standard of living in China continues to rise, the education of the population is becoming more open and diverse. The new generation of marriageable people no longer prefer the economic community relationship that used to be tied by marriage, but are more inclined to focus on their personal development, which delayed the age of first marriage.

Thus, a large number of single people have become an important demand group for rental housing. (Lai Cheng et al., 2023)

⑤ The changing perception of housing among the younger generation has led to an increase in rental demand. "The 'post-90s' and 'post-00s' are gradually entering society and, as a result of their open education and thinking, they are mostly seeking a less burdensome and unencumbered life. More and more young people do not want to be tied down to a fixed home for the rest of their lives, and do not want to become "house slaves". As a result, they are slowly becoming the main demanders in the housing rental market. (Yixue, 2022)

(2) The supply side of China's housing rental market

The current supply of housing in China's housing rental market consists of the following main categories:

① Private house for rent. This type of housing comes from two main sources: the first is for families who own more than one house to rent out their houses which they don't live in for rental income. The second is the rental of self-owned houses built by farmers in suburban areas or urban villages. (Chen Nuosi et al., 2023)

② Long-term rental flats that are professionally operated and managed by rental enterprises. The houses operated and managed by such enterprises are generally divided into two categories: one is self-built houses that are rented out after standardized renovation and beautification, which are known as asset-heavy properties due to the huge amount of investment. The second is rental properties, where the rental enterprises signs a long-term lease contract with the owner of the property and then standardizes the renovation of the original house and then rents it out, this type of property is known as asset-light due to the fact that it does not require a large investment. (Wakefield, 2022)

③ Secure rental housing. Including public rental housing and low-cost housing, owned by the state and entrusted to relevant agencies for management, it is a housing security measure set up mainly to address the housing needs of the lowest income groups and currently accounts for a relatively small proportion of the housing rental market. (Xin, 2023)

④ Housing owned by enterprises and institutions that are rented out only to their employees. They are a kind of welfare and guarantee for their employees by enterprises or

institutions, generally with low rents and modest housing conditions, mainly in group dormitories. (Yanfei, 2022)

⑤ Policy rental housing. Policy rental housing refers to small-sized, low-price rental housing that meets the required quality standards and is invested and built by eligible market players (such as real estate development enterprises, housing rental enterprises, industrial parks, state-owned enterprises and institutions, financial investment institutions, etc.) and supplied to the urban houseless long-term residents such as non-local household registration and newly settled newly employed university students. The difference between policy rental housing and public rental housing and low-cost housing is that applicants do not need to have a local household registration and low income. (Jianhong, 2021; Xu Meng et al., 2021)

2.6.3 The Main Problems of China's Housing Rental Market

The housing rental market in China is still in its infancy and there are still many problems, the main ones being focused on the following areas.

(1) Problems in the supply of China's housing rental market

① The total supply is insufficient. According to the "China Housing Rental Market Analysis Report 2021" released by the Housing Research Institute, the scale of China's rental housing market in 2020 will be about RMB 2.71 trillion, with a housing rental area of about 7.04 billion square meters and a rental population of about 240 million. At present, the total supply of China's housing rental market is clearly insufficient to meet the huge rental demand. One result of this contradiction in supply and demand is the large number of group rentals and so-called "snail houses" in China's economically developed first-tier cities. (Yixue, 2022); (Housing Research Institute, 2022).

② The contradiction in supply structure is outstanding. In China's first and second-tier large cities, the population inflow is greater than the outflow, and the demand for housing rental is often greater than the supply. In smaller cities, on the other hand, the population outflow is greater than the inflow, and the contradiction between supply and demand for housing rental is relatively moderate. In particular, the contradiction between

supply and demand for small, low-price rental housing is more prominent than that for large, high-price rental housing. (Jiang Shenlin & Chuan, 2023)

③ The supply base is immature. In mature housing rental markets, for example, the latest statistics from the US Bureau of the People's Survey show that institutional renters account for over 35% of the rental market. However, according to the China Housing Rental Market Analysis Report 2021 published by the Housing Research Institute, the proportion of institutional housing rental suppliers in China is currently only slightly over 2%, far below the level of developed countries. At present, China's housing rental market is small in scale and the supply of housing is small and fragmented, with most of it provided by individual renters. At the same time, the government has not paid enough attention to the housing rental market due to the past orientation of "emphasizing sales over rent" and the lack of proper supervision, which has provided opportunities for landlords to arbitrarily increase rents and suspend contracts, creating a great sense of insecurity for tenants. As a result, China's housing rental market is still immature in terms of supply. (Yixue, 2022); (Housing Research Institute, 2022).

(2) It is difficult to enjoy equal social services in rental housing

At the present stage, there is a "different right to rent and buy" in China, which are mainly reflected in the following three aspects: ① It is difficult to effectively solve the problem of education for the children of renters (Duan Liqun & Jiang, 2023). ② It is difficult for renters to enjoy equal access to medical resources. Currently, most of the healthcare services in China are based on households registration, thus in big cities, renters are unable to enjoy the same rights and benefits as homeowners in terms of community hospitals and access to medical care nearby (Duan Liqun & Jiang, 2023). ③ The renters are discriminated against because of their difficulties in enjoying equal treatment as citizens. (Wang Penggang et al., 2022)

(3) It is difficult to protect the rental rights and interests of renters

At present, in China's rental market, due to the unreasonable structure of the rental market, inadequate supervision and the small number of professional rental organizations, the legitimate rights and interests of renters cannot be protected, as shown in the following

two aspects. ① Unsystematic and incomplete information on the housing rental market makes it impossible for the legitimate rights and interests of renters to be fully protected. ② The inadequate regulatory system of the housing rental market makes it difficult for the rights and interests of renters to be effectively protected. (Wu Xianghua et al., 2021)

2.7 Relevant Research

Mouratidis (2020) did a study using data from a survey of the Oslo metropolitan area in Norway and structural equation modelling to reveal whether commuting satisfaction, neighborhood satisfaction and housing satisfaction are predictors of subjective well-being and reliable indicators of urban livability and quality of life. The results show that commuting satisfaction, neighborhood satisfaction and housing satisfaction are significantly related to subjective well-being. These findings suggest that commuting satisfaction, neighborhood satisfaction and housing satisfaction are reliable indicators of urban livability.

Chan & Wong (2022) examined the relationship between income, housing and subjective well-being, and their interactions across the housing dimension, using Hong Kong as an example. The analysis used a random sample of 1480 Hong Kong adults. Structural equation modelling was used to examine the path relationships between key variables. The results show that subjective well-being is predicted by income and housing factors, including housing expense, housing density, housing environmental issues and housing satisfaction; the effect of income on subjective well-being is partially mediated by housing factors.

Zou & Deng (2021) studied the relationship between migrants' residential community choice and subjective well-being among China's migrant population using data from China Migrant Dynamic Survey. It was found that the residential community choice of the migrant population is significantly and positively related to their subjective well-being. The happiness levels of the migrant population living in commercial housing, flat housing, affordable housing and urban villages were higher than those living in older housing communities.

Salgado & Moscoso (2022) conducted a meta-analysis of the relationship between subjective well-being and job performance across cultures. The results of the analysis found

that overall subjective well-being ($\rho = .37$), cognitive subjective well-being (life satisfaction) ($\rho = .27$) and affective subjective well-being (emotional well-being) ($\rho = .37$) were predictors of job performance. Evidence of cross-cultural effects indicated that the magnitude of the relationship between well-being and job performance was greater in the Asia-Pacific region than in the European and US-Canadian regions (Asia-Pacific $\rho = .41$, European $\rho = .33$, US $\rho = .23$).

Dettmers et al. (2020) investigated the predictive effects of childcare-related demands and commuting-related demands on changes in fatigue between waking up and starting work. The results revealed that morning childcare-related and commuting-related demands had a significant indirect effect on job performance because these morning demands predicted fatigue at the start of work, which in turn was related to daily job performance.

Zhou et al. (2022) examined the relationship between housing conditions and adolescents' socio-emotional well-being in China using the 2016 Chinese Family Panel Study (CFPS) large dataset. The results show that, controlling for household income, housing conditions are negatively associated with adolescent depression and positively associated with subjective well-being. In addition, self-esteem mediated the relationship between housing conditions and adolescents' socioemotional well-being.

Murat et al. (2023) examined the relationship between life satisfaction and housing and neighborhood satisfaction by analyzing data collected from 217 residents of six residential neighborhoods in the Balat community of Bursa, Turkey. The results of the analysis showed that several dimensions including housing quality, housing area, and neighborhood satisfaction collectively influence the level of life satisfaction of individuals.

Yu et al. (2022) examined the heterogeneous associations between different sources of rented housing and individuals' subjective well-being using data from self-conducted surveys on housing conditions, needs, and stress in China's superstar cities, namely Beijing, Shanghai, Guangzhou, Shenzhen, and Hangzhou. The results show that subsidized housing and housing in flats are associated with higher subjective well-being, while those who rent housing in urban villages have lower subjective well-being than those who rent market housing.

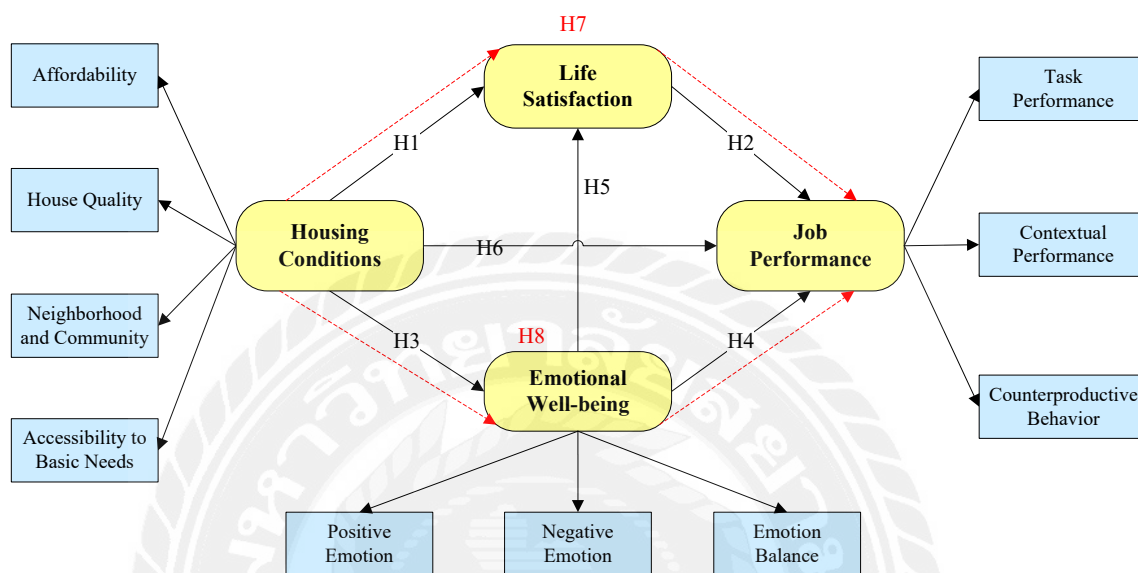
Rahim & Hossain (2020) used purposive sampling method to select 150 participants from different banks in Dhaka city. Emotional Intelligence Scale, Life Satisfaction Scale and Job Performance Scale were administered to the participants to measure the study variables. The results showed that there was a significant positive correlation between job performance and emotional intelligence, and job performance and life satisfaction.

Zhan et al. (2022) utilized data from a large-scale social satisfaction survey of 115,000 respondents in 36 Chinese cities to explore the combined effects of subjective and objective housing stress on the subjective well-being of urban residents using multiple linear regression models. The results show that individual subjective housing stress is significantly negatively associated with SWB, and the strength of its effect is greater than that of most perceived living environment factors. In terms of objective housing stress, only the housing rent-to-income ratio was significantly negatively related to SWB. In addition to the cityscape and portrait dimensions, the individual perceived quality of living environment dimensions also has a significant positive predictive effect on the SWB level of urban residents.

2.8 Conceptual Framework, Operational Definition, Hypothesis, and Explanation of Hypothesis

2.8.1 Conceptual Framework and Hypothesis

Based on the above analysis, this study proposed that housing conditions positively affect life satisfaction, emotional well-being, and job performance and that life satisfaction and emotional well-being mediate the relationship between housing conditions and job performance. The conceptual framework constructed using relevant concepts, theories, and research is shown in Figure 2.7.

Figure 2.7*Conceptual Framework*

Source: Researcher (2024)

From the above framework, 8 hypotheses are listed as follows:

Hypothesis 1: Housing conditions affect the life satisfaction of the residents of rental housing in China.

Hypothesis 2: Life satisfaction influences the job performance of the residents of rental housing in China.

Hypothesis 3: Housing conditions affect the emotional well-being of the residents of rental housing in China.

Hypothesis 4: Emotional well-being influences the job performance of the residents of rental housing in China.

Hypothesis 5: Emotional well-being has a direct effect on the life satisfaction of the residents of rental housing in China.

Hypothesis 6: Housing conditions affect the job performance of the residents of rental housing in China.

Hypothesis 7: Life satisfaction mediates the relationship between housing conditions and job performance of the residents of rental housing in China.

Hypothesis 8: Emotional well-being mediates the relationship between housing conditions and job performance of the residents of rental housing in China.

2.8.2 Operational Definition

The operational key definitions are shown in Table 2.6.

Table 2.6

Operational Definition of Variables

Variable and Dimension	Description	Instrument	Item No.
Life satisfaction	is one person's overall judgment of how well he or she has been living his or her life. Including whether the real life is close to the ideal life, whether the living conditions are good enough, whether he/she is satisfied with his/her life, whether he/she got the important things in life, and whether he/she has any regrets about his/her life.	Satisfaction with Life Scale (Diener 1984)	5 items
Emotional well-being	refers to the frequency and intensity of positive affect and negative affect and emotional balance that an individual experiences in responding to life conditions and events.	Chinese version of Positive and Negative Affect Schedule (PANAS)	Totally 18 items
Positive emotions	Positive emotions are the feelings one person experiences that give him or her pleasure, such as active, excited, proud, etc.	(Qiu Lin et al., 2008)	9 items
Negative motions	Negative emotions are feelings one person experiences that cause him or her to be unhappy, such as upset, nervous, ashamed, etc.	(Qiu Lin et al., 2008)	9 items
Emotion balance	is a dynamic equilibrium between positive and negative emotions. In this study, emotional balance was obtained by subtracting negative emotions from positive emotions adjacent to them.		9 items
Housing conditions	refer to the physical and environmental characteristics of a dwelling, including four dimensions: Affordability, Housing quality, Neighborhood, and Accessibility.	Housing conditions scale	Totally 31 items

Variable and Dimension	Description	Instrument	Item No.
Affordability	refer to the challenge faced by each household to balance the cost of its actual or potential housing with its non-housing expenses within the limits of their income. This study measures Affordability using two indicators: the extent of housing fund support, and the extent of housing subsidy support.	(Stone, 2006) (Hulchanski, 1995)	2 items
Housing quality	refer to the quality of residential conditions within a dwelling. It includes the quality of infrastructure such as water, electricity and gas, bathrooms and kitchens, house furnishings, electrical appliances, overcrowding, heating in winter and cooling in summer.	(Chu et al., 2022) (Zhang et al., 2018)	11 items
Neighborhood and community conditions	refers to the physical and interpersonal conditions of the neighborhood and community.	(Norris & Winston, 2012)	13 items
Accessibility to basic needs	refers to the distance and convenience of the house to schools, hospitals, bus and metro stations, supermarkets and shopping malls, parks and libraries, etc.	(Zumbro, 2014)	5 items
Job performance	is the total expected value to the organization of the discrete behavioral episodes that an individual carries out over a standard period of time.	Individual Work Performance Questionnaire	Totally 18 items
Task performance	included planning and organizing work, result-oriented working, prioritizing, and working efficiently.	(Koopmans et al., 2013)	7 items
Contextual performance	It can be defined as “behavior that contributes to the goals of the organization by contributing to its social and psychological environment”. Including taking initiative, taking on challenging work tasks, keeping job knowledge and skills up-to-date, and coming up with creative solutions to novel, difficult problems.	(Koopmans et al., 2013)	6 items
Counterproductive work behavior	refers to any intentional behavior on the part of the organizational member viewed by the organization as contrary to its legitimate interests. Including displaying excessive negativity, and doing things that harm the organization.	(Koopmans et al., 2013)	5 items

Source: Researcher (2024)

2.8.3 Explanation of Hypothesis

Hypothesis 1: Housing conditions affect the life satisfaction of the residents of rental housing in China.

Meaning

Housing conditions affect life satisfaction in such a way that renter-occupants with high housing affordability, live in better-quality housing, have better neighborhood and community conditions, and are more accessible to basic needs will have a better evaluation of their lives and a higher level of life satisfaction.

Reason

Renters with better housing conditions will generally have a higher affordability, a more comfortable and convenient living environment, and a higher quality of life, so life satisfaction will be higher as well.

Theory or Supporting Research

Chan & Wong's (2022), Foye et al.'s (2018), and Zheng et al.'s (2020) studies all revealed that homeowners living in owner-occupied housing have higher life satisfaction than renters living in rental housing. Caffaro et al.'s (2019) and Foye's (2017) studies have shown that housing size, interior decoration and facilities, overcrowding, ventilation, cooling and heating, mould and pest infestation can affect residents' physical and mental health and life satisfaction. Researchers also investigated external physical environment elements of housing conditions, such as street type, green space, pavements, open space, parking lot, and community space; community facilities such as community centers, playgrounds, and libraries; and accessibility to amenities, including healthcare services, recreational services and the natural environment, on life satisfaction (Gur et al., 2020; Murat et al., 2023). The results of these studies found that most of the factors mentioned above can affect life satisfaction of the residents.

Studies from Kang & Park (2023) and Mouratidis (2020) found that other aspects of housing conditions such as location, commuting, affordability, and many more can also have an impact on the subjective well-being and life satisfaction of occupants.

Hypothesis 2: Life satisfaction influences the job performance of the residents of rental housing in China.

Meaning

The way life satisfaction affects job performance is that renter-occupants with high life satisfaction have a better quality of life and will be in better physical and mental state to engage in their work, and thus will have higher job performance.

Reason

Employees with high life satisfaction are potentially to be more productive, have lower absenteeism, be more creative, and have better relationships with coworkers, users, and supervisors, resulting in higher job performance.

Theory or Supporting Research

Moscoso and Salgado (2021) conducted a meta-analysis of the relationship between subjective well-being and job performance ratings. They examined the relationship between job performance and overall subjective well-being, cognitive subjective well-being (life satisfaction) and affective subjective well-being (emotional well-being). The main finding was that overall subjective well-being was similarly correlated with supervisor ratings and self-reported performance ($\rho = .35$ and $\rho = .33$, respectively), but life satisfaction was more correlated with supervisor ratings than with self-reported performance ($\rho = .49$ and $\rho = .30$, respectively). Later, Salgado and Moscoso (2022) conducted another research to examine differences across countries/regions and the moderating effect of study type (cross-sectional vs. longitudinal) on the relationship between subjective well-being and job performance. Results showed that overall subjective well-being, life satisfaction and affective subjective well-being (emotional well-being) were predictors of job performance. Evidence of cross-cultural effects indicated that the relationship between life satisfaction and job performance was greater in the Asia-Pacific region than in the European and US-Canadian regions (Asia-Pacific $\rho = .41$, European $\rho = .33$, US $\rho = .23$).

Hypothesis 3: Housing conditions affect the emotional well-being of the residents of rental housing in China.

Meaning

Housing conditions affect emotional well-being in such a way that good housing conditions such as good infrastructure, good housing quality, a harmonious neighborhood atmosphere, and amenities tend to enhance the emotional well-being of the occupants, while the opposite may bring negative emotions and stress.

Reason

Housing is an important area of daily life for people, and factors such as its comfort, safety and convenience will have a direct effect on the physical and mental feelings and quality of life of the occupants, thus affecting their emotional state and mental health.

Theory or Supporting Research

Lopez et al.(2023) conducted thirty semi-structured interviews with Millennial and Gen Z immigrants in Southern California revealing that these long-term renters experienced extreme housing burdens, precarious housing conditions, and displacement. Lopez et al. (2023) found the stress of housing insecurity and discrimination as immigrants affected their sense of belonging and emotional well-being. Study from Poon et al., (2022) found community or neighborhood environments, such as features of the built environment (e.g., housing type, access, availability, and location); parks and green spaces, community service facilities, and other service infrastructure (e.g., transportation) can affect children's social and emotional well-being. Sun et al. (2021) through case studies in urban China found that longer commuting time has a significant negative indirect effect on life satisfaction and emotional well-being by reducing health, job satisfaction, and community social capital. Hartwig & Mohamed (2020) found furniture and home furnishings can affect an individual's sense of home and overall well-being (including emotional well-being). Liu et al. (2018) found friendship which is part of the familiarity of a community neighborhood also had a significant impact on the emotional well-being of the residents.

Hypothesis 4: Emotional well-being influences the job performance of the residents of rental housing in China.

Meaning

Emotional well-being affects job performance in such a way that a good emotional state contributes to productivity and motivation, whereas stress or dissatisfaction from housing issues may be a distraction and reduce job satisfaction and productivity.

Reason

When occupants are satisfied and comfortable with their housing conditions, they are more likely to have a positive state of mind and a high work enthusiasm, leading to increased productivity and creativity; conversely, poor housing conditions lead to low moods or increased stress, they are likely to be distracted from their work and less productive.

Theory or Supporting Research

Individuals with a positive emotional outlook often exhibit strong leadership skills, effective decision-making abilities, and the resilience to overcome setbacks, which can aid in career progression (Salgado et al., 2019). Lado et al. (2021) examined the relationship between cognitive reflection (CR), satisfaction with life (SWL) and emotional balance (EB) and job performance. The subjects of the study were 245 managers (140 males and 105 females) working in companies in different economic sectors. The results of the study showed that CR was not significantly related to job performance, but SWL and EB were valid predictors.

Salgado and Moscoso (2022) conducted another research to examine differences across countries/regions and the moderating effect of study type (cross-sectional vs. longitudinal) on the relationship between subjective well-being and job performance. Results showed that affective subjective well-being (emotional well-being) was a predictor of job performance.

Hypothesis 5: Emotional well-being has a direct effect on the life satisfaction of the residents of rental housing in China.

Meaning

Emotional well-being of Chinese rental housing occupants affects life satisfaction in such a way that a good emotional state tends to enhance satisfaction with the living environment and life in general.

Reason

The reason why emotional well-being of renter-occupants affects life satisfaction is that a positive emotional state can lead to greater appreciation and enjoyment of life's little moments and a feeling of greater happiness and fulfillment, whereas a negative mood can lead to complaining about life and lower overall satisfaction with the living environment and daily experiences.

Theory or Supporting Research

Since the conceptual framework of Subjective Well-Being (SWB) was coined by E. Diener in 1984, Emotional Well-Being and Life Satisfaction have been used as the two components of SWB, therefore the correlation between the two is supposed to be high (Diener et al., 2018). Moscoso & Salgado (2021) conducted a meta-analysis of the research literature over the past three decades and found that the correlation coefficient between cognitive SWB (life satisfaction) and Affective SWB (Emotional well-being) was 0.61.

Hypothesis 6: Housing conditions affect the job performance of the residents of rental housing in China.

Meaning

The housing conditions affect job performance in such a way that factors such as the comfort, safety and stability of the housing directly affect the emotional state and health of the occupants, which in turn can have a positive or negative impact on job performance and efficiency.

Reason

The housing conditions of renter-occupants affect their job performance because poor housing conditions (e.g., noise, safety hazards, inadequate facilities, etc.) may lead to depressed moods and impaired health of occupants, which in turn reduces their work

efficiency and concentration, whereas good housing conditions enhance occupants' sense of well-being and physical and mental health, which are conducive to improved job performance.

Theory or Supporting Research

A study by Dettmers et al. (2020) found that the commute demand affects job fatigue which in turn affects job performance. Desmond & Gershenson (2016) found that housing insecurity leads to employment insecurity, which in turn affects job outcomes and performance. Binnewies et al. (2009) found that being recovered in the morning was positively related to daily task performance, personal initiative, and organizational citizenship behavior, while being recovered in the morning was directly related to housing conditions. Meanwhile, many of the factors influencing job performance are related to housing conditions, such as individuals' physical and mental health status, recovery, subjective well-being, life satisfaction, and emotional well-being, which all can influence job performance and are also influenced by housing conditions (Lee et al., 2021; Lim et al., 2012; Liu et al., 2022; Lu et al., 2022a; Pandey, 2018).

Hypothesis 7: Life satisfaction mediates the relationship between housing conditions and job performance of the residents of rental housing in China.

Meaning

Housing conditions of rental occupants can indirectly affect their job performance through influencing their life satisfaction.

Reason

Good housing conditions, such as well-structured, well-furnished, well-equipped and conveniently located, can provide a better living experience and meet the material and psychological needs of the occupants, thus enhancing their life satisfaction. On the contrary, poor housing conditions may lead to occupants feeling dissatisfied and depressed. People with higher levels of life satisfaction are more likely to be actively engaged in their work and thus show higher job performance. On the contrary, occupants with low life satisfaction may have lower work efficiency and performance due to psychological stress and negative emotions.

From the theory and supporting research for hypotheses one and two, it can be seen that housing conditions can affect occupants' life satisfaction, and life satisfaction can affect their job performance. So, this study hypothesizes that life satisfaction plays a mediating role between housing conditions and job performance.

Hypothesis 8: Emotional well-being mediates the relationship between housing conditions and job performance of the residents of rental housing in China.

Meaning

Housing conditions of rental occupants can indirectly affect their job performance through influencing their emotional well-being.

Reason

The reason that renter-occupants' emotional well-being mediates the relationship between their housing conditions and job performance is that good housing conditions enhance occupants' emotional well-being, making them more positive and optimistic, and thus showing more efficiency and better performance at work; conversely, poor housing conditions may lead to occupants' low mood, which affects their job performance and outcomes.

From the theory and supporting research for hypotheses three and four, it can be seen that housing conditions can affect the emotional well-being of the occupants, and emotional well-being can affect their job performance. Therefore, this study hypothesizes that emotional well-being mediates the relationship between housing conditions and job performance.

CHAPTER 3

RESEARCH METHODOLOGY

The main objective of this study was to examine the interaction mechanisms among housing conditions, life satisfaction, emotional well-being, and job performance of the residents of rental housing in China and to explore how housing conditions affect residents' life satisfaction and emotional well-being, which in turn affect the job performance of the residents of rental housing in China. The research methodology is presented in eight sections as follows:

- 3.1 Research Design and Methods
- 3.2 Population and Sampling
- 3.3 Research Tools
- 3.4 Testing of Research Tools
- 3.5 Data Collection
- 3.6 Data Analysis Process
- 3.7 Research ethics
- 3.8 Research reporting

3.1 Research Design and Methods

In this research, the methodology employed is a mixed methods research approach, incorporating both quantitative research and qualitative research methods. The research process is divided into two steps, with the first step focusing on quantitative research. This quantitative approach was used to investigate the mediating role of life satisfaction and emotional well-being in the relationship between housing conditions and job performance among residents of rental housing in China and qualitative research was conducted using semi-structured interview method for residents of rental housing in China. The details are as follows:

3.1.1 Quantitative Research

The quantitative research was conducted in two steps:

Step 1: Conducting data collection from various sources involved exploring and gathering information from academic documents, textbooks, journals, dissertations, research reports, and relevant articles. This process aimed to analyze the components of life

satisfaction and emotional well-being between housing conditions and job performance among residents of rental housing in China.

Step 2: Using a questionnaire with Likert Scale-based measurement scales, this study aimed to collect opinions from residents of rental housing in China on life satisfaction, emotional well-being, and their correlation with housing conditions and job performance. Also, it explored the mediating role of life satisfaction and emotional well-being in the relationship between housing conditions and job performance.

3.1.2 Qualitative Research

After obtaining the results regarding the mediating role of life satisfaction and emotional well-being in the relationship between housing conditions and job performance from residents of rental housing in China, the researcher proceeded with conducting in-depth interviews. The interviews were conducted in a semi-structured format to gather supplementary qualitative data that confirmed the quantitative research findings. This approach aimed to gain a deeper understanding of residents' perspectives, experiences, and insights, further supporting and enriching the quantitative results obtained from the study.

3.2 Population and Sampling

3.2.1 Population

The overall population of this study was the total population of tenants in China's housing rental market. As the study focused on the relationship between housing conditions and job performance is to be studied, the target population was further defined as the working population living in rented houses in China. Due to the different regulatory systems in place in Hong Kong, Macau, and Taiwan and the unavailability of samples, the population of this research was limited to mainland China. As mentioned earlier, the housing rental market in China is mainly concentrated in urban areas, with little or no housing rental presence in rural areas, therefore the population of this study was finally limited to the urban working population living in rented houses in mainland China only.

According to the China Census Yearbook 2020 published by the National Bureau of Statistics of China, the total number of households in China in 2020 was 494 million, of which 202.8 million were urban households, 107.6 million in towns, and 183.8 million in villages. In terms of the source of housing for urban households, approximately 25% of

households rent their houses (Yujia, 2023). Based on the proportion of urban households living in rented housing, the number of urban households currently living in rented housing was approximately 50.7 million, as shown in Table 3.1 (Office of the Leading Group for the Seventh National Population Census, 2022).

Table 3.1

Distribution of Households and Urban Rental Households in China, 2020

Part	No. of households (in millions)	No. of rental households (in millions)
Urban	202.8	50.7
In towns	107.6	—
Village	183.8	—
Total	494.2	50.7

Source: Researcher (2024).

3.2.2 Sampling

3.2.2.1 Determination of Sample Size

In this research, the sample group consisted of residents of rental housing in China which did not include Hong Kong, Macau, and Taiwan. The samplings limited to the urban working population living in rented houses in mainland China only.

The Taro Yamane formula was used to calculate sample sizes for finite populations in statistical studies. The formula is particularly useful when the size of the population is known and the appropriate sample size needs to be determined for a given level of precision (Chaokromthong & Sintao, 2021). From the previous analysis it is known that the number of urban households currently living in rented housing was approximately 50.7 million, as shown in Table 3.1. Therefore, the Yamane Taro formula was applied to determine the sample size for this study and the formula is as follows:

$$n = \frac{N}{1 + N(e^2)}$$

n = sample size;

N = population size;

e = margin of error (expressed as a decimal, e.g., 0.05 for 5%)

The final sample size required was calculated according to Taro Yamane formula as follows:

$$n = \frac{50700000}{1 + 50700000 * (0.05)^2} \approx 400$$

3.2.2.2 Sampling Design

In order to ensure that the sample was sufficiently representative of the total population and control biased during the sampling, this study used probability sampling (also known as random sampling) method (Etikan & Bala, 2017), which permits every single individual from the total research population to have an equal chance of presence in the sample. Due to China's large area and population, sampling for this study was conducted using a three-step multi-stage sampling method.

Step 1: Divide mainland China into four economic regions based on the division criteria of the National Bureau of Statistics of China: Eastern Area (including 10 provinces, with 39.99% of the total population), Middle Area (including 6 provinces, with 25.87% of the total population), Western Area (including 12 provinces, with 27.16% of the total population), and Northeastern Area (including 3 provinces, with 6.98% of the total population) as shown in Table 3.2.

Step 2: Since the population of the eastern, middle, and western areas accounted for the majority of the nation's total population, the 400 samples for this study were selected using a quota sampling method from these three regions. The northeastern region was designated as the pre-test sample collection area, with an anticipated collection of 40 pre-test samples. The number of questionnaires distributed is shown in Table 3.2.

Table 3.2

Number of Distributed Questionnaires

Region	Number of provinces	Percentage of population	Number of questionnaires
Eastern Area	10	39.99	172
Middle Area	6	25.87	111
Western Area	12	27.16	117
Northeastern Area	3	6.98	40 pretesting samples
Total	31	100	400

Source: Researcher (2023)

Step 3: Use simple random sampling to draw samples from each of the three economic regions (172 from the Eastern Area, 111 from the Middle Area, and 117 from the Western Area). The simple random sampling method gives each individual in the total population an equal chance of being included in the sample (Singh & Masuku, 2014), which can avoid sampling bias.

3.2.3 Qualitative Research

In in-depth interviews for qualitative research, the first step was to identify the stakeholders and the number of interviewees.

In order to make the interviews accurate and effective, it is initially necessary to identify who the key informants are. The key stakeholders in China's rental housing are: the tenants themselves, the landlords, housing rental agents, and government administration.

Determination of the number of interviewees as key informants need to be based on methods that have been validated by scholars. According to (Guest et al., 2020), when interviews are conducted with 8-10 participants, more than 95% of the overall information can be obtained, and the percentage of new information that can be obtained by additional interviewees is less than 5%.

In order to ensure the reliability of the interview information and to avoid bias, this study utilized source of respondents triangulation techniques by selecting interviewees from three groups: business, government, and specialist. Triangulation reduces the risk of having a study's conclusions impaired by the shortcomings and limitations of a single source of information or methodology, for this reason, ends up resulting in more credible conclusions (Abdalla et al., 2018).

Among the key stakeholders mentioned above, landlords, rental agents and tenants belonged to the business group, the governmental administration agency belonged to the governmental group, and two university professors were invited as the specialist group in this study. Therefore, there were five groups of respondents in this study, and at least two respondents were selected for each group to prevent bias, therefore a total of 10 respondents were selected for semi-structured in-depth interviews in this study. The number of interviewees is specified in Table 3.3.

The interviewees were selected based on convenience and accessibility, with the researcher contacting relevant people she knew to make a phone call to ask if they were available to participate in the interview, and finalizing the specific interviewees.

Table 3.3

Number of Purposive Selection Sample for Qualitative Research

No.	Group	Key Informants	Number of Sample
1	Business	Landlords (including individual landlords and professional housing manager)	2
		Rental Agents	2
		Tenants	2
2	Government	Officials from housing management centers	2
3	Specialist	Professors from university	2
Total			10

Source: Researcher (2024).

3.3 Research Tools

3.3.1 Quantitative Research Tool

A questionnaire was used as the quantitative research instrument for this study. The following are the steps to create the tool for research:

Step 1: The researcher examined theoretical concepts and research related to life satisfaction and emotional well-being concerning housing conditions and job performance of the residents of rental housing in China.

Step 2: The researcher synthesized theoretical concepts and related research to derive components for understanding life satisfaction and emotional well-being concerning housing conditions and job performance of the residents of rental housing in China.

Step 3: The researcher developed a questionnaire comprising 6 parts to address the research objectives.

The questionnaire consists of six parts as shown in Appendix A and Appendix B. The first part is demographic information, including gender, age, marital status, educational attainment, employment status, and annual household income. The second part is the

housing conditions scale developed by the researcher, which consists of four components: affordability, housing quality, neighborhood and community conditions, and accessibility to basic needs. The third part is the life satisfaction measurement, using the Satisfaction with Life Scale (Diener et al., 1985). The fourth part is the measurement of emotional well-being, using the PANAS Chinese Revised Scale (Qiu Lin et al., 2008). The fifth part is the measurement of job performance, using The Individual Work Performance Questionnaire (Ramos-Villagrasa et al., 2019). The sixth part is the recommendation.

The rating scale with 7 levels were applied as follows:

<u>Level</u>	<u>Score</u>
Extremely Agree	7
Strongly Agree	6
Agree	5
Neutral	4
Disagree	3
Strongly Disagree	2
Extremely Disagree	1

The meaning of each score is:

Score 7 means respondents extremely agree with the statement.

Score 6 means respondents strongly agree with the statement.

Score 5 means respondents agree with the statement.

Score 4 means respondents are undecided with the statement.

Score 3 means respondents disagree with the statement.

Score 2 means respondents strongly disagree with the statement.

Score 1 means respondents extremely disagree with the statement.

3.3.2 Qualitative Research Tool

A semi-structured interview form was used as the qualitative research tool for this study as shown in Appendix C and Appendix D. The difficulty of qualitative research is mainly due to the uncertainty of the results of the interviews. A semi-structured interview form is most suitable to ensure that the interviews do not deviate from the main topic and purpose, but still leave enough space for the interviewees to express their opinions freely (McIntosh & Morse, 2015). The semi-structured interview outline consists of three parts.

The first part is the personal information of the interviewee, including gender, age, and which group they belong to. The second part is questions about the Chinese housing rental market and its residents. The third part is the recommendation.

3.4 Testing of Research Tools

3.4.1 Content Validity of the Questionnaire

The questionnaire design of this study adopted maturity the scales that have been widely used, including the Satisfaction with Life Scale, the PANAS Chinese Revised Scale for life satisfaction and emotional well-being, and The Individual Work Performance Questionnaire for job performance. Except for the Chinese revised version of the PANAS, which can be used directly, all other scales are in English. The English version of the scale was translated into Chinese with the help of a Chinese academic majoring in English and a Chinese academic majoring in management, and another Chinese academic majoring in English was asked to translate the Chinese back into English. After two rounds of bilingual translation adjustments, five participants were invited to repeat the meaning of each question in the Chinese version of the questionnaire to ensure that the question asked was accurately expressed in the Chinese context. There is no established scale for housing conditions. The first draft of the housing conditions scale was designed based on a literature review and interviews with some of the key informants including 3 professional housing managers (named Wu Haijing, Xu xiangyu, and Xie Xiaowei), 3 professional housing agency service providers (named Li Yanli, Pang Ying, and Ma Ling), and 5 tenants to collect relevant questions after interviewing them to revise and improve the first draft of the questionnaire.

The researcher invited five experts with a doctoral degree in related research fields (namely: Associate Professor Dr. Gao Qin, Associate Professor Dr. Li Hongqin, Associate Professor Dr. Fang Dedong, Dr. Sun Wu, and Professor Dr. Wang Jinfeng) to evaluate the content validity of the whole questionnaire and calculate the Index of Item Objective Congruence (IOC). The IOC evaluation details are displayed in Appendix E.

$$IOC = \frac{\Sigma R}{n}$$

where IOC = Index of item-objective congruence value
 R = Score from experts
 ΣR = Total score from all experts
 n = Number of experts

The criteria to verify the score is

+1 means “the measurement item is congruent with the objective of the study”.

0 means “the measurement item is undecided with the objective of the study”.

-1 means “the measurement item is inconsistent with the objective of the study”.

IOC needs to be between 0.5-1.00 for every measurement item.

The researcher modified the questionnaire again based on the results of IOC and used the modified questionnaire to collect data.

3.4.2 Reliability of the Questionnaire

Forty pre-test samples were collected using the modified questionnaire in the Northeast Area, mentioned above as the pre-test sample collection area, and analyzed for reliability and validity using SPSS 21. The results are presented in Table 3.4.

The results of the reliability test in Table 3.4 show that the reliability of the mature scale were very high, but the dimensions of affordability of the housing conditions scale designed by the researcher were not perfect but it met the basic requirements: Cronbach's Alpha > 0.7. A revised version of the questionnaire was developed based on the experts' comments.

Table 3.4

Questionnaire Reliability

Variable	Dimension	Dimension Cronbach's Alpha	Variable Cronbach's Alpha
Housing conditions	Affordability	.796	.945
	Housing quality	.908	
	Neighborhood	.937	
	Accessibility to basic needs	.875	

Variable	Dimension	Dimension Cronbach's Alpha	Variable Cronbach's Alpha
Life satisfaction			.914
Emotional well-being	Positive emotion	.940	.950
	Negative emotion	.910	
	Emotion balance	.925	
Job performance	Task performance	.930	.929
	Contextual performance	.949	
	Counterproductive behavior	.919	

Source: Researcher (2024).

3.4.3 Testing of Interview Form

This study tested the interview form using data source triangulation. Firstly, data were collected from the three parties related to renting (business, government, and specialists) so that the data breadth could be expanded in addition to testing the data. Secondly, at least two respondents were selected from each party's informants for in-depth interviews.

3.5 Data Collection

The quantitative data were collected according to the following steps:

(1) The researcher selected 3-5 renters as questionnaire surveyors from each of the three regions: eastern, middle and western, after having a consensus and paying a certain amount of payment.

(2) The questionnaire surveyors in each region were commissioned to post the questionnaires in the WeChat and QQ rental groups in their residences through the online survey software Questionnaire Star.

(3) The questionnaires were collected at a specific time and checked for completeness to ensure that a sufficient sample size with all questions completed was obtained.

(4) Finally, the database was generated using SPSS 21 software.

3.6 Data Analysis Process

This study mainly used SPSS (SPSS 21) and structural equation model (AMOS 24) to analyze the data and test the proposed hypotheses. The main statistical analysis methods used in this research include:

(1) Descriptive statistical analysis: mainly included frequency percentage, mean, and standard deviation indicators used to describe the characteristics and patterns of the study sample.

(2) For Confirmatory factor analysis and exploratory factor analysis, a confirmatory factor analysis was conducted for variables that used established scales to ensure the dimensions of the variables and the structural validity of the scales. Exploratory factor analysis was conducted for variables for which there were no established scales and the scales needed to be designed to ensure the validity and representativeness of the designed scales.

(3) Structural equation modeling: structural equation modeling was employed to analyze the path relationships between variables and to verify whether the research model and research hypotheses designed in this study are valid. Moreover, CFI, GFI, AGFI, RMSEA and other indicators were used to assess the fitness of the model.

3.7 Research Ethics

The researcher obtained a certificate of research ethics from the Protection of Human Research Participants Online Training Corporation, certificate number: 2991208. This study was approved for ethical consideration by the research ethic committee of Panyapiwat Institute of Management and the approval number is: PIM-REC 016/2567.

During the questionnaire survey and interviews, the researcher adhered to the following key ethical considerations at all times:

(1) Informed Consent: Participants were fully informed of the purpose of this study, its procedures and their rights. They were asked to provide informed consent prior to participation.

(2) Confidentiality: The researchers adhered to strict standards of confidentiality to ensure that participants' personal information was not disclosed to unauthorized individuals or groups.

(3) Protection of Privacy: Participants' privacy was respected and safeguarded, and appropriate measures were taken to protect their personal information.

(4) Minimizing Deception: The researchers made every effort to avoid deception of participants. If deception was necessary, participants were promptly informed of the true nature of the study.

(5) Fair Treatment: All participants, regardless of their background or personal characteristics, were treated fairly and without prejudice.

(6) Ethical Conduct: The researcher adhered to ethical principles throughout the research process and was held accountable for her actions.



CHAPTER 4

RESEARCH RESULTS

This chapter presents the research findings based on the data analysis collected using the questionnaire and the interview form designed in Chapter Three. This study aimed to examine the relationship between housing conditions, life satisfaction, emotional well-being, and job performance of the residents of rental housing in China. The data analysis in this chapter is categorized into two parts: the descriptive statistical analysis using SPSS software and the structural equation model analysis using the AMOS program. The interview data were analyzed using open coding, axial coding and selective coding. The research results are presented in six sections as follows:

- 4.1 Descriptive Statistical Analysis
- 4.2 Discriminatory Power, Reliability, and Confirmatory Factor Analysis
- 4.3 Structural Equation Models and Hypothesis Testing
- 4.4 Findings of Qualitative Research
- 4.5 Integration of Quantitative and Qualitative Research Results
- 4.6 Conclusion

The statistical analysis in this chapter begins with a descriptive statistical analysis of the data, which provides the primary statistical results of the demographics and variables in the form of percentages, mean, and standard deviation (SD). In the second step, reliability and validity analyses were conducted for the scale items of the questionnaire. Reliability and validity were initially assessed by analyzing the estimates value (factor loadings) and Cronbach's alpha coefficients using SPSS. Subsequently, a confirmatory factor analysis (CFA) was performed for each dimension of the variables using the AMOS program to assess the quality of the model fit for each dimension and to modify the poorly fitted ones. Finally, a structural equation model (SEM) analysis was conducted using the variable facets modified in the second step to obtain the relationship coefficients and significance data between the variables.

4.1 Descriptive Statistical Analysis

450 questionnaires were sent out to the three regions of mainland China (Eastern, Central, and Western) by the questionnaire surveyors in each region through WeChat and QQ rental groups. 426 questionnaires were returned with a return rate of 94.7%. After excluding 26 invalid questionnaires, 400 valid questionnaires remained, with a validity rate of 94%.

4.1.1 Demographic Descriptive Statistical Analysis

This study conducted a descriptive statistical analysis of respondents' demographic characteristics based on survey data (n=400). The results are as follows:

(1) Gender Distribution

Female respondents significantly outnumbered males, with 283 females (70.75%) and 117 males (29.25%), indicating a pronounced female predominance in the sample.

(2) Age Distribution

Respondents were predominantly young adults. The largest age group was 18–25 years (43.80%, n=175), followed by 26–35 years (38.30%, n=153), collectively accounting for 82.10% of the sample. The proportion declined progressively in older age groups: 36–45 years (13.30%, n=53), 46–55 years (4.50%, n=18), 56–60 years (0.30%, n=1), and no respondents aged 61 or above.

(3) Marital Status

Unmarried individuals constituted the majority (70.50%, n=282), while married respondents accounted for 27.50% (n=110). Divorced individuals represented a minimal proportion (2.00%, n=8).

(4) Educational Attainment

Educational levels exhibited a bimodal distribution. Undergraduate (55.50%, n=222) and master's degree holders (27.00%, n=108) dominated the sample, jointly comprising 82.50%. Doctoral degree holders constituted 2.30% (n=9), while respondents with high school education or below accounted for 7.80% (n=31).

(5) Employment Status

Formal employment was prevalent (75.30%, n=301), followed by flexible employment (5.00%, n=20) and self-employment (3.50%, n=14). Non-employed individuals represented 13.00% (n=52), reflecting a workforce-oriented sample.

(6) Annual Household Income

Income distribution displayed right-skewed characteristics. The most frequent income range was CNY 100,000 – 200,000 (39.00%, n=156), followed by CNY 50,000 – 100,000 (21.50%, n=86) and CNY 200,000 – 300,000 (16.00%, n=64). High-income earners (\geq CNY 300,000) constituted 10.50% (n=42), while low-income groups (\leq CNY 50,000) accounted for 13.00% (n=52).

In summary, the sample primarily comprised females, unmarried individuals, young adults (18–35 years), highly educated respondents (undergraduate or above), and formally employed populations. Household incomes were concentrated in moderate ranges (CNY 50,000–200,000). These distributional characteristics may introduce potential biases in variable correlations and generalizability, necessitating further contextualization in subsequent analyses.

The descriptive statistical analysis of the data is shown in Table 4.1.

Table 4.1

Demographic Data Analysis (n=400)

Variable	Quantity	Percentage (%)
1. Gender		
Male	117	29.25
Female	283	70.75
2. Age		
18-25	175	43.80
26-35	153	38.30
36-45	53	13.30
46-55	18	4.50
56-60	1	0.30
61 and above	0	0
3. Marital status		
Unmarried	282	70.50
Married	110	27.50
Divorced	8	2.00

Variable	Quantity	Percentage (%)
4. Education		
Elementary school and below	2	0.50
Junior high school	12	3.00
High school	17	4.30
College	30	7.50
Undergraduate	222	55.50
Master's Degree	108	27.00
PhD	9	2.30
5. Employment status		
Currently unemployed (but employed within the past three months)	52	13.00
Formal employment	301	75.30
Flexible employment	20	5.00
Formal + flexible employment	13	3.30
Self-employment	14	3.50
6. Annual household income		
Less than ¥ 30,000	14	3.50
¥ 30,000-50,000	38	9.50
¥ 50,000-100,000	86	21.50
¥ 100,000-200,000	156	39.00
¥ 200,000-300,000	64	16.00
¥ 300,000-500,000	22	5.50
More than ¥ 500,000	20	5.00

Source: Researcher (2024).

4.1.2 Descriptive Statistical Analysis of Housing Conditions

First, frequency and percentage analyses were conducted on the types of rental housing among the 400 samples, with the results presented in Table 4.2.

Table 4.2

Types of Rental Housing (n=400)

Types of rental housing	Quantity	Percentage (%)
Rented private housing	314	78.5
Long-term rental flat under unified management	47	11.8
Public housing/low-rent housing	9	2.3
Housing provided by work unit (rent required)	30	7.5

Source: Researcher (2025).

Table 4.2 reveals a significant divergence pattern in rental housing types. Rented private housing holds an absolute dominance (314 households, 78.5%), indicating that market-based leasing serves as the primary channel for fulfilling housing demand. As an emerging model, long-term rental flats under unified management constitute a significant secondary market segment (47 households, 11.8%), reflecting the initial penetration of institutionalized leasing. Together, these two types form a "dual-pillar" structure, accounting for 90.3% of the sample. The coverage of policy-supported housing is severely inadequate, with public/low-rent housing comprising only 2.3% (9 households), highlighting the limitations of the affordable housing system. Meanwhile, work unit rental housing (30 households, 7.5%) functions as a supplementary welfare channel for specific employed groups. This distribution underscores three key characteristics of the studied market: a high reliance on the private rental market, the rising prominence of long-term rental apartments, and the marginal supplementary role played by policy housing and work unit welfare housing. Subsequent research should therefore focus on the differentiated characteristics of private rentals versus long-term rental apartments and delve deeper into the underlying mechanisms contributing to the low coverage rate of affordable housing.

This study employed the researcher-designed scale to collect data from 400 respondents, utilizing a seven-point Likert scale (1 = extremely dissatisfied, 7 = extremely satisfied). The scale encompasses four major dimensions: affordability, housing quality, neighborhood and community conditions, and accessibility to basic needs, with each dimension comprising multiple specific indicators. This section aims to provide a detailed descriptive analysis of the distribution, mean, and standard deviation (SD) of various housing condition indicators, as presented in Table 4.3, thereby offering foundational data support and theoretical justification for subsequent research.

(1) Affordability

Under the affordability dimension, "Housing Provident Fund Support" yielded a mean satisfaction score of 4.44 (SD=1.789). The percentage distribution shows the highest proportion of responses concentrated at rating 5 (24.3%), followed by ratings 4 (19.0%) and 6 (18.0%), indicating moderate-to-high satisfaction among most respondents. However, the relatively high standard deviation suggests notable divergence in perceptions. For "Housing Subsidy Support," the mean score was lower (\bar{X} =3.66, SD=1.918), with 22.0% of

respondents selecting rating 1 ("extremely dissatisfied") and 20.0% choosing rating 4 ("neutral"), reflecting overall lower satisfaction and significant variability in opinions. "Subjective Housing Expenditure Pressures" had a mean of 3.88 (SD=1.641), where 23.5% of respondents selected rating 3 ("slightly below neutral"), and 19.8% chose ratings 4 and 5, indicating a polarized perception of expenditure burdens.

(2) Housing Quality

Satisfaction with housing quality indicators was generally higher. For instance, "Infrastructure" achieved a mean score of 4.83 (SD=1.256), with 35.0% of respondents selecting rating 5 ("satisfied") and 21.8% choosing rating 4, demonstrating strong consensus. "Ventilation" received the highest mean score (\bar{X} =5.04, SD=1.343), with 28.8% selecting rating 6 ("fairly satisfied") and 24.5% choosing rating 5, suggesting high approval of ventilation conditions. In contrast, "Heating in Winter" had a lower mean (\bar{X} =4.64, SD=1.583), with 25.5% selecting rating 5 but 4.5% choosing rating 1 ("extremely dissatisfied"), highlighting dissatisfaction among a subset of respondents.

(3) Neighborhood

Within neighborhood factors, "Air Quality" scored the highest in satisfaction (\bar{X} =4.97, SD=1.268), with 29.5% selecting rating 5 and 24.0% choosing rating 6, coupled with only 0.8% selecting rating 1, indicating strong agreement on its adequacy. "Property Management" had a lower mean (\bar{X} =4.25, SD=1.487), with 26.5% selecting rating 4 ("neutral") and 25.5% choosing rating 5, but 8.5% selecting rating 2, implying room for service improvement. "Public Security" achieved a mean of 4.85 (SD=1.367), with 31.5% selecting rating 5 and 22.3% choosing rating 6, reflecting generally positive perceptions of safety.

(4) Accessibility

In the accessibility dimension, "Bus/Subway Stations" received the highest satisfaction score (\bar{X} =5.15, SD=1.374), with 32.5% selecting rating 5, 24.0% choosing rating 6, and 17.5% selecting rating 7 ("extremely satisfied"), underscoring broad approval of transportation convenience. "Hospitals" had a mean of 4.79 (SD=1.395), with 31.8% selecting rating 5 but 6.3% choosing rating 2, suggesting localized gaps in medical accessibility. "Sports and Cultural Venues" scored the lowest (\bar{X} =4.46, SD=1.485), with

27.0% selecting rating 4 ("neutral") and 25.5% choosing rating 5, indicating potential inadequacies in facility availability or quality.

Table 4.3

Percentage Distribution, Mean, and SD of Housing Conditions (n=400)

No.	Statement	1 extremely dissatisfied	2	3	4	5	6	7 extremely satisfied	\bar{X}	SD
1	Affordability									
	Housing provident fund support	11.0	5.3	10.0	19.0	24.3	18.0	12.5	4.44	1.789
	Housing subsidy support	22.0	10.5	10.5	20.0	17.8	12.5	6.8	3.66	1.918
	Other support	11.3	6.5	6.8	16.5	19.5	19.3	20.3	4.65	1.926
	Subjective housing expenditure pressures	9.5	10.3	23.5	19.8	19.8	11.0	6.3	3.88	1.641
2	Housing quality									
	Infrastructure	1.3	3.0	9.5	21.8	35.0	21.5	8.0	4.83	1.256
	Bathroom	1.5	4.8	13.5	22.8	30.0	21.0	6.5	4.64	1.334
	Kitchen	3.8	7.0	14.0	22.0	28.8	18.3	6.3	4.45	1.464
	Lighting	1.8	4.5	9.3	21.8	24.3	25.5	13	4.91	1.430
	Ventilation	0.8	3.5	8.5	20.8	24.5	28.8	13.3	5.04	1.343
	Furniture	2.0	6.0	13.3	23.0	29.0	21.8	5.0	4.56	1.360
	Home Appliances	1.3	6.5	12.8	24.8	24.3	25.5	5.0	4.61	1.359
	Decoration	2.5	7.5	12.0	26.0	28.5	18.5	5.0	4.46	1.383
	Heating in winter	4.5	7.3	11.3	17.5	25.5	24.3	9.8	4.64	1.583
	Cooling in summer	1.8	5.8	9.3	20.0	29.5	25.3	8.5	4.80	1.387
	Adequacy of housing space	4.3	6.3	12.8	20.5	24.0	20.8	11.5	4.62	1.577
3	Neighborhood									
	Property Management	5.0	8.5	14.5	26.5	25.5	14.5	5.5	4.25	1.487
	Activity Space	3.5	6.8	12.8	25.0	26.3	18.0	7.8	4.49	1.470
	Elderly Care and Activity Area	6.3	8.8	15.3	24.8	25.8	13.3	6.0	4.19	1.537
	Greening	4.3	6.0	13.0	18.8	26.3	21.8	10.0	4.62	1.551
	Commercial services	4.0	7.0	8.3	19.5	27.5	21.5	12.3	4.73	1.560
	Cleanliness	1.8	6.0	12.0	23.5	30.8	18.3	7.8	4.61	1.372
	Public Security	1.5	4.3	10.5	19.3	31.5	22.3	10.8	4.85	1.367
	Parking	8.0	10.3	15.5	21.5	21.0	16.5	7.3	4.16	1.670
	Air quality	0.8	2.3	8.8	23.3	29.5	24.0	11.5	4.97	1.268
	Quietness	2.0	7.3	16.0	20.0	28.5	18.0	8.3	4.53	1.451
	Neighborly relations	1.3	4.0	9.5	24.5	27.5	23.5	9.8	4.83	1.336
	Mutual Aid	1.8	4.3	10.0	30.5	25.3	19.8	8.5	4.67	1.341
	Sense of safety	0.8	5.0	8.5	19.5	33.8	23.0	9.5	4.88	1.305
4	Accessibility									
	Bus/Subway Stations	2.0	2.3	7.5	14.3	32.5	24.0	17.5	5.15	1.374
	Hospitals	1.3	6.3	8.5	22.3	31.8	18.0	12.0	4.79	1.395
	Schools	1.5	3.3	8.3	23.3	26.0	22.3	15.5	4.98	1.394

No.	Statement	1 extremely dissatisfied	2	3	4	5	6	7 extremely satisfied	\bar{X}	SD
	Shopping and Leisure	1.5	4.8	7.8	21.5	28.5	23.8	12.3	4.91	1.384
	Sports and cultural venues	3.0	8.8	11.0	27.0	25.5	16.0	8.8	4.46	1.485

Source: Researcher (2024).

In summary, the data collectively reveal higher satisfaction with housing hardware quality (e.g., infrastructure, and ventilation) and accessibility (e.g., transportation), supported by lower standard deviations indicating stronger consensus. Conversely, lower satisfaction with affordability (e.g., subsidy support) and select neighborhood services (e.g., property management) was observed, accompanied by higher standard deviations, reflecting greater variability in perceptions. Further analysis is warranted to explore underlying factors contributing to these disparities.

4.1.3 Descriptive Statistical Analysis of Life Satisfaction

This study employed the Satisfaction with Life Scale (SWLS) by Diener (1984) to evaluate the life satisfaction of 400 participants. The scale assessed participants' subjective feelings about life satisfaction through seven-point Likert-scale questions ranging from "strongly disagree" to "strongly agree." The descriptive statistical analysis results of life satisfaction related to housing conditions are presented as Table 4.4.

Table 4.4

Percentage Distribution, Mean, and SD of Life Satisfaction (n=400)

No.	Statement	1 extremely disagree	2	3	4	5	6	7 extremely agree	\bar{X}	SD
1	Generally, my life is close to my ideal.	3.5	5.8	14.3	24.5	33.3	14.5	4.3	4.39	1.355
2	The conditions of my life are excellent.	3.3	5.8	16.0	32.5	27.0	12.0	3.5	4.24	1.301
3	I am satisfied with my life.	4.3	5.5	14.0	27.8	29.5	14.3	4.8	4.35	1.386
4	Until now, I have gotten the important things I want in life.	7.8	8.3	17.5	27.0	24.0	11.0	4.5	4.02	1.514
5	If I could live my life over, I would change almost nothing.	16.8	15.8	16.8	25.5	16.0	5.5	3.8	3.4	1.633

Source: Researcher (2024).

The overall means of the five statements ranged from 3.40 to 4.39, with standard deviations (SD) spanning 1.301 to 1.633, indicating moderate dispersion in respondents' attitudes.

Examining specific items, Item 1 ("My life is close to my ideal") and Item 3 ("I am satisfied with my life") elicited higher proportions of positive responses. For Item 1, the percentage for option 5 (agree) reached 33.3%, the highest value in the table, while its mean of 4.39 (SD = 1.355) was also the highest among the five items, suggesting relatively concentrated agreement with this statement. For Item 3, the cumulative percentage of options 5–6 (agree to extremely agree) was 43.8%, with a mean of 4.35 (SD = 1.386), ranking second, further corroborating positive inclinations in this dimension.

Item 2 ("The conditions of my life are excellent") exhibited a central tendency in responses, with option 4 (neutral) accounting for 32.5%, the highest single-category percentage in the table. Its mean of 4.24 (SD = 1.301) featured the lowest SD among the five items, implying smaller divergences in evaluations. Item 4 ("I have attained important things in life") showed relatively prominent negative evaluations, with a cumulative 33.6% for options 1–3 (extremely disagree to neutral). Its mean of 4.02 (SD = 1.514) ranked second lowest, reflecting reservations among some respondents.

Item 5 ("If I could live my life over, I would change almost nothing") exhibits a significantly low mean score ($\bar{X} = 3.40$, SD = 1.63), which is 19.7% lower than the overall mean. This phenomenon requires in-depth analysis from the following dimensions: 1) anomalous Response Distribution: the proportion of respondents selecting categories 1-2 ("extremely disagree" / "disagree") was 32.6%, which is 12-18 percentage points higher than for other items. Notably, 16.8% of participants selected "extremely disagree," constituting a significant extreme value. Neutral responses (categories 3-4) cumulatively reached 42.3%, indicating a substantial proportion of the sample experiencing ambivalence. 2) Potential Underlying Mechanisms: ① Expectation-Reality Gap Effect: the discrepancy between satisfaction with current life conditions (Item 2, $\bar{X} = 4.24$) and proximity to ideals (Item 1, $\bar{X} = 4.39$) may foster a perception that "the current situation is unsustainable." ② Perception of Developmental Stagnation: this finding aligns with the low mean score of Item 4 ("gotten important things," $\bar{X} = 4.02$), suggesting the presence of a developmental plateau or bottleneck. ③ Cultural Variable Influence: within a collectivist cultural context,

individuals may be more inclined towards self-improvement through critical evaluation of their current status (Oishi et al., 2013).

All items showed SDs exceeding 1.3, with Item 5 surpassing 1.6, highlighting individual variability in subjective evaluations. Response distributions exhibited right-skewed or approximately normal patterns except for Item 5, which displayed left-skewed characteristics. Collectively, the data suggest dimensional differences in satisfaction assessments, with higher affirmation of current living conditions than certainty about life choices.

4.1.4 Descriptive Statistical Analysis of Emotional Well-being.

This study employed a revised Chinese version of the Positive and Negative Affect Schedule (PANAS) scale to assess the emotional states of 400 participants. The scale comprises two dimensions: Positive Affect (PA) and Negative Affect (NA), with each dimension encompassing multiple items. A seven-point Likert scale ranging from "not at all" (1) to "always" (7) was utilized for scoring. The following Table 4.5 presents a detailed descriptive statistical analysis of the collected data.

Table 4.5

Percentage Distribution, Mean, and SD of Emotional Well-being (n=400)

N o.	Statement	1 (Not at all)	2	3	4	5	6	7 (Always)	\bar{X}	SD
1	Positive Affect (PA)									
	Active	1.3	5.5	12.0	32.3	29.0	13.0	7.0	4.49	1.286
	Enthusiastic	3.0	6.0	14.8	27.0	27.8	15.0	6.5	4.42	1.397
	Joyful	1.0	4.0	10.3	31.0	25.8	20.0	8.0	4.69	1.290
	Inspired	3.5	7.8	18.8	31.3	18.0	14.8	6.0	4.21	1.444
	Excited	4.5	7.0	15.8	31.5	22.0	13.3	6.0	4.23	1.443
	Proud	8.3	13.0	16.3	30.0	19.8	9.3	3.5	3.82	1.510
	Interested	3.3	7.0	17.8	29.0	24.0	13.3	5.8	4.26	1.405
	Energetic	2.3	7.3	20.3	31.5	21.0	12.5	5.3	4.20	1.357
	Grateful	5.5	9.0	17.5	36.3	15.3	11.3	5.3	4.02	1.453
	Average	3.6	7.4	16.0	31.1	22.5	13.6	5.9	4.26	1.398
2	Negative Affect (NA)									
	Ashamed	19.3	22.5	29.3	19.0	6.8	2.5	0.8	2.82	1.331
	Afraid	15.8	24.5	27.0	20.3	7.8	3.5	1.3	2.95	1.380
	Nervous	7.3	16.5	27.5	23.5	15.3	8.3	1.8	3.55	1.424
	Upset	9.0	20.8	27.3	25.3	11.5	3.5	2.8	3.31	1.394
	Scared	26.5	28.8	21.0	17.3	4.0	1.5	1.0	2.52	1.322

N o.	Statement	1 (Not at all)	2	3	4	5	6	7 (Always)	\bar{X}	SD
	Guilty	22.3	26.8	24.0	18.3	5.8	2.3	0.8	2.68	1.340
	Irritable	10.3	22.3	22.5	23.8	12.5	6.0	2.8	3.35	1.494
	Jittery	23.0	26.3	21.0	18.8	8.0	2.0	1.0	2.73	1.400
	Angry	17.5	26.0	22.8	19.8	7.5	4.5	2.0	2.95	1.478
	Average	16.8	23.8	24.7	20.7	8.8	3.8	1.6	2.98	1.396

Source: Researcher (2024).

(1) Positive Affect (PA)

Within the PA dimension, participants' average score was 4.26 (SD = 1.398), indicating a relatively prominent positive emotional experience among participants as a whole. Specifically, among the individual items, "Joyful" received the highest average score of 4.69 (SD = 1.29), suggesting that participants frequently experience joy in their daily lives. Conversely, "Proud" scored the lowest at 3.82 (SD = 1.51), indicating that most participants occasionally or frequently feel proud. These results reveal the diversity and variability in participants' positive emotional experiences.

(2) Negative Affect (NA)

Regarding the NA dimension, participants' average score was 2.98 (SD = 1.396), which is notably lower than the PA average, indicating that participants generally experience fewer negative emotions. Among the specific items, "Nervous" had the highest average score of 3.55 (SD = 1.424), however this score remained below the midpoint of the scale (4), indicating that some participants experienced nervousness more often. Conversely, "Scared" scored the lowest among NA items, with an average of 2.52 (SD = 1.32), further corroborating the low frequency and intensity of negative emotional experiences among participants.

(3) Overall Emotional State

Synthesizing the scores for PA and NA, we can preliminarily deduce that participants' overall emotional state leans towards positivity. The significantly higher average score for PA compared to NA indicates that participants predominantly experience positive emotions in their daily lives, rather than negative ones. This finding holds significant implications for understanding participants' mental health status, quality of life, and potential emotion regulation strategies.

In summary, the descriptive statistical analysis reveals that renters exhibit generally high levels of PA and relatively low levels of NA. This finding aligns with previous research on the relationship between residential environment and emotional well-being, suggesting that favorable living conditions contribute to enhanced emotional well-being.

4.1.5 Descriptive Statistical Analysis of Job Performance

This study employed the Individual Work Performance Questionnaire (IWPQ) scale developed by Koopmans et al. (2013) to survey 400 respondents, aiming to evaluate various dimensions of their job performance. The questionnaire encompasses three primary aspects: task performance, contextual performance, and counterproductive work behaviors, each encompassing multiple specific statements. This section presents a descriptive analysis of the collected data, to reveal the performance characteristics of respondents across these various dimensions, as presented in Table 4.6.

Table 4.6

Percentage Distribution, Mean, and SD of Job performance (n=400)

N o.	Statement	1 Never	2	3	4	5	6	7 Very frequent	\bar{X}	SD
1	Task performance									
	1) I effectively plan and organize my work tasks despite any housing-related challenges.	1.8	5.0	11.3	25.8	40.3	9.0	7.0	4.53	1.260
	2) I complete my work in a result-oriented manner, regardless of my living environment.	1.8	3.3	7.8	30.0	39.5	11.5	6.3	4.62	1.185
	3) I prioritize tasks efficiently, even when dealing with housing-related stress.	1.3	1.5	6.0	29.5	39.8	15.0	7.0	4.78	1.120
	4) I manage my time effectively to accomplish tasks while maintaining work-life balance.	1.5	4.3	9.3	31.8	33.3	14.0	6.0	4.57	1.228
	5) I ensure high-quality standards in my work, irrespective of my housing conditions.	1.3	5.3	12.5	33.8	32.5	9.5	5.3	4.41	1.210
	6) I successfully handle multiple work assignments while managing personal housing concerns.	1.3	4.5	11.5	29.0	36.3	11.0	6.5	4.54	1.230
	7) I maintain productivity even when facing disruptions in my housing situation.	0.8	4.0	15.0	29.0	36.3	8.0	7.0	4.48	1.210

N o.	Statement	1 Never	2	3	4	5	6	7 Very frequent	\bar{X}	SD
2 Contextual performance										
8)	I take the initiative to go beyond my assigned duties, even when facing housing difficulties.	4.0	12.0	14.5	28.8	29.8	6.0	5.0	4.06	1.405
9)	I actively seek out challenging tasks to improve my skills, regardless of housing instability.	1.3	4.8	10.5	27.5	36.8	10.8	8.5	4.60	1.270
10)	I keep my job-related knowledge and skills up-to-date while dealing with housing concerns.	1.0	3.3	10.8	28.0	37.5	11.0	8.5	4.65	1.221
11)	I come up with creative solutions to difficult problems at work, even when under housing-related stress.	2.3	5.0	12.0	32.3	31.3	9.3	8.0	4.45	1.314
12)	I cooperate and collaborate with colleagues effectively despite personal housing challenges.	3.3	12.3	13.0	30.5	27.5	8.5	5.0	4.12	1.403
13)	I maintain a positive attitude towards my work and organization, regardless of housing conditions.	5.0	7.5	13.8	26.3	30.8	11.0	5.8	4.26	1.445
3 Counterproductive behavior										
14)	I frequently experience job fatigue due to long commute times from my housing location.	3.8	13.3	24.8	26.8	24.8	4.8	2.0	3.78	1.299
15)	I struggle with job concentration due to concerns about my housing security.	11.0	29.8	20.3	22.0	13.3	3.0	0.8	3.09	1.369
16)	I feel less motivated to perform well at work due to poor housing conditions.	10.3	26.3	22.3	22.0	14.5	3.3	1.5	3.20	1.404
17)	I find it difficult to maintain consistent job performance because of housing-related financial pressures.	10.0	22.8	24.5	22.3	15.3	4.3	1.0	3.27	1.391
18)	I experience increased absenteeism or lateness due to housing-related issues.	13.5	20.5	19.3	22.5	18.5	3.8	2.0	3.31	1.508

Source: Researcher (2024).

(1) Task Performance

The task performance dimension comprises seven items, with mean scores ranging from 4.41 to 4.78 and standard deviations between 1.120 and 1.260. The data indicate that respondents exhibited the highest levels of agreement on "efficiently prioritizing tasks" (\bar{X} =4.78, SD=1.120) and "completing work in a result-oriented manner" (\bar{X} = 4.62, SD=1.185).

Specifically, for "efficiently prioritizing tasks," the highest response frequencies were observed for "5 points" (39.8%) and "4 points" (29.5%), collectively accounting for 69.3% of responses, while "1 point" and "2 point" responses totaled only 2.8%. This suggests strong consensus among participants regarding their ability to manage task priorities. In contrast, "ensuring high-quality work standards" ($\bar{X} = 4.41$, $SD=1.210$) showed slightly lower agreement, with comparable proportions of "4 points" (33.8%) and "5 points" (32.5%), potentially reflecting variability in perceptions of how housing conditions influence work quality.

(2) Contextual Performance

The contextual performance dimension includes six items, with mean scores ranging from 4.06 to 4.65 and standard deviations between 1.221 and 1.445. The highest scores were observed for "keeping job-related knowledge and skills updated" ($\bar{X} = 4.65$, $SD=1.221$) and "actively seeking challenging tasks" ($\bar{X} = 4.60$, $SD=1.270$). For the former, "5 points" accounted for 37.5% of responses, with "4 points" and "5 points" collectively representing 65.5%, indicating a strong emphasis on skill development. Conversely, "taking initiative to go beyond assigned duties" ($\bar{X} = 4.06$, $SD=1.405$) yielded the lowest mean, with "4 points" (28.8%) and "5 points" (29.8%) showing similar proportions. However, the relatively higher frequencies of "2 points" (12.0%) and "3 points" (14.5%) suggest reserved attitudes toward proactive behaviors among some individuals.

(3) Counterproductive Work Behavior (CWB)

The counterproductive work behavior dimension consists of five items, with mean scores ranging from 3.09 to 3.78 and standard deviations between 1.299 and 1.508. Overall, respondents reported low frequencies of negative behaviors, though individual variations were notable. For instance, "struggling with job concentration due to housing security concerns" ($\bar{X} = 3.09$, $SD=1.369$) and "reduced motivation due to poor housing conditions" ($\bar{X} = 3.20$, $SD=1.404$) showed the lowest means, with "1 point" and "2 point" responses totaling 40.8% and 36.6%, respectively, indicating minimal impact on most participants. However, "job fatigue from long commutes" ($\bar{X} = 3.78$, $SD=1.299$) revealed a combined 51.6% for "4 points" (26.8%) and "5 points" (24.8%), suggesting that commuting strain may affect a subset of respondents (approximately half).

In summary, the findings suggest generally positive self-assessments in task and contextual performance dimensions, with high consistency among respondents. Counterproductive behaviors were infrequent overall, though variations emerged in proactive role expansion, commuting-related fatigue, and housing security concerns. Further analysis incorporating demographic variables could elucidate potential heterogeneity in these patterns.

4.2 Discriminatory Power, Reliability, and Confirmatory Factor Analysis (CFA)

4.2.1 Measurement Model (CFA)

The reliability and validity analysis section of this chapter first employed AMOS software to conduct a confirmatory factor analysis (CFA) on each variable and its dimensions, ensuring that each variable's dimensions and items accurately reflected the underlying construct. During the CFA process, models that did not meet the required fit criteria were modified based on the modification indices provided by AMOS. The modification method was to delete the observed variables whose residual correlation was too high. Below is a presentation and analysis of the modified model and its fit indices.

(1) Life satisfaction

This section delves into the construct of life satisfaction through a confirmatory factor analysis (CFA). This analysis is based on data collected from 400 samples, utilizing a range of model fit indices, including GFI, AGFI, CFI, TLI, RMSEA, and SRMR, to evaluate the goodness-of-fit of the constructed model (Cheung et al., 2024). The model and its fit indices are illustrated in Figure 4.1 and Table 4.7. The following is a detailed analysis of each model fit index:

Chi-square Statistic: The chi-square statistic assesses the discrepancy between the model and observed data. However, due to its sensitivity to sample size, relying solely on the chi-square value for model fit judgment is often insufficient. In this study, the chi-square value is 4.25, but lacking specific chi-square threshold ranges, we rely more on other indices for a comprehensive assessment of model fit.

Degrees of Freedom (df): Degrees of freedom reflect the complexity of the model, with smaller df values typically indicating a more parsimonious model. This study has a df of 2, suggesting a relatively simple model.

Chi-square/df Ratio: This ratio evaluates the relative magnitude of the chi-square statistic, with smaller values indicating better model fit. A ratio less than 5.00 is generally considered indicative of a good fit (Kline, 2023). In this study, the ratio is 2.125, well below the critical value of 5, indicating excellent model fit.

Goodness-of-Fit Index (GFI) and Adjusted Goodness-of-Fit Index (AGFI): GFI and AGFI are global indicators of model fit, with values closer to 1 indicating better fit. Typically, values need to be higher than 0.90, with 0.8-0.9 being acceptable (Kline, 2023). In this study, GFI is 0.995 and AGFI is 0.974, both significantly above the critical value of 0.80, further confirming the excellent fit of the model.

Comparative Fit Index (CFI) and Tucker-Lewis Index (TLI): CFI and TLI are two additional important model fit indices that consider the influence of model complexity and sample size. Values above 0.90 are generally considered satisfactory (Kline, 2023). In this study, CFI is 0.998 and TLI is 0.995, both far exceeding the critical value, once again validating the good fit of the model.

Root Mean Square Error of Approximation (RMSEA) and Standardized Root Mean Square Residual (SRMR): RMSEA and SRMR are indicators of model fit error, with smaller values indicating better fit. Ideally, RMSEA should be less than 0.08, and SRMR should also be below 0.08 (Daire Hooper, 2008). In this study, RMSEA is 0.053, and SRMR is 0.0083, both well below the critical values, demonstrating a highly fitting model.

Table 4.7

Model Fit of Confirmatory Factor Analysis (CFA) of Life Satisfaction (n=400)

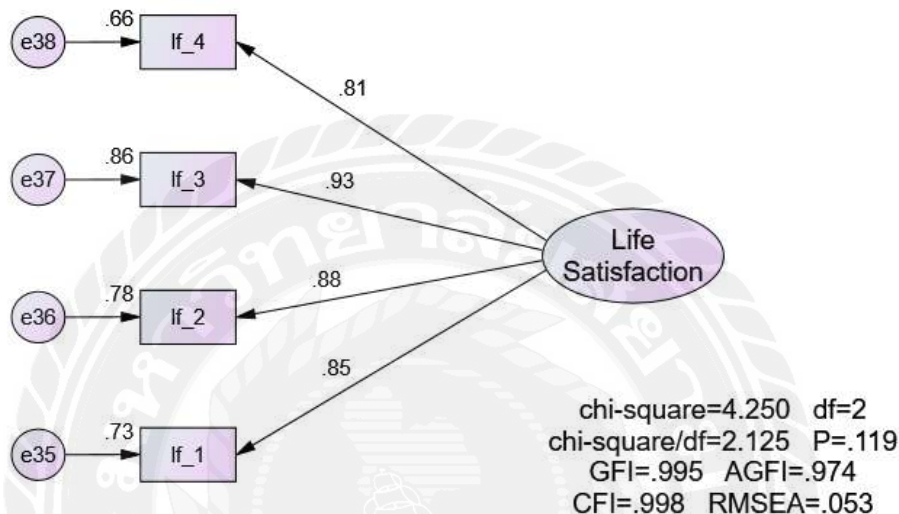
	Model fit Indices	Threshold Range	Observed Values
Life satisfaction	Chi-square	None	4.25
	df	None	2
	Chi-square/df	below 5.00	2.125
	GFI	above 0.90	0.995
	AGFI	above 0.90	0.974
	CFI	above 0.90	0.998
	TLI	above 0.90	0.995
	RMSEA	below 0.08	0.053
	SRMR	below 0.08	0.0083

Sources: Daire Hooper et al. (2008); Kline (2023)

As shown in Figure 4.1, the factor loadings of all items in the life satisfaction construct exceed 0.7, indicating that these items can effectively reflect life satisfaction, thereby proving the satisfactory validity of the Satisfaction with Life Scale developed by Diener, E. D (2013).

Figure 4.1

Measurement Model of Life Satisfaction



Source: Researcher (2024).

(2) Emotional well-being (EWB).

To incorporate both positive and negative emotions into the analytical model, the data collected using the PANAS scale in this study were processed as follows: emotional balance was derived by subtracting each subsequent negative emotion score from the adjacent positive emotion score (e.g., the first positive emotion, 'active', subtracted by the first negative emotion, 'ashamed'). Given that both positive and negative emotions are rated on a scale of 1-7, the range of these differences thus spans from -6 to 6. To align with the 7-point Likert scale, these differences were adjusted into seven levels according to the following rules: 0=4, (-6 and -5) =1, (-3 and -4) =2, (-2 and -1) =3, (1 and 2) =5, (3 and 4) =6, (5 and 6) =7. Subsequently, the adjusted emotional balance data were subjected to confirmatory factor analysis.

Following the same methodology for life satisfaction, the CFA for emotional well-being was conducted using the same set of model fit indices. The results of this analysis are summarized in Figure 4.2 and Table 4.8. The emotional well-being construct also demonstrates excellent model fit, with all indices falling within the desired ranges. Specifically, the chi-square to degrees of freedom ratio (χ^2/df) of 1.875, GFI and AGFI values exceeding 0.90, CFI and TLI values above 0.95, RMSEA below 0.05, and SRMR below 0.05 collectively confirm the robust fit of the emotional well-being model.

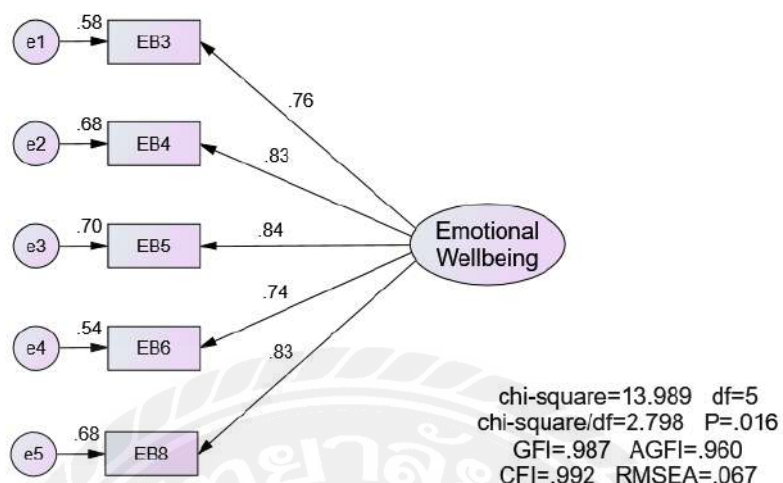
Table 4.8

Model Fit of Confirmatory Factor Analysis (CFA) of Emotional Well-being (n=400)

	Model fit Indices	Threshold Range	Observed Values
EWB	Chi-square	None	13.989
	df	None	5
	Chi-square/df	below 5.00	2.798
	GFI	above 0.90	0.987
	AGFI	above 0.90	0.960
	CFI	above 0.90	0.992
	TLI	above 0.90	0.984
	RMSEA	below 0.08	0.067
	SRMR	below 0.08	0.0177

Sources: Daire Hooper (2008); Kline (2023)

Item validity analysis: given the overall goodness of fit of the model, it can be reasonably inferred that the items in the Emotional Well-Being Scale are all effective in measuring their latent variables. As shown in Figure 4.2, the factor loadings for each item are greater than the good criterion of 0.7, further demonstrating that the items in the Emotional Well-Being Scale effectively measure the latent variable of emotional well-being.

Figure 4.2*Measurement Model of Emotional Well-being*

Source: Researcher (2024).

(3) Housing conditions

The CFA for housing conditions is carried out analogously to the previous constructs. The model fit indices for housing conditions indicate an excellent fit, as presented in Figure 4.3 and Table 4.9. The χ^2/df ratio of 2.25, GFI and AGFI values above 0.90, CFI and TLI values above 0.95, RMSEA below 0.06, and SRMR below 0.06 all signify a robust fit of the housing conditions model.

Item validity analysis: from the measurement model in Figure 4.3, it can be seen that the items and dimensions of the Housing Conditions Scale also show good factor loadings in the model, which corresponds to a good overall model fit, and provides further evidence that the items in the Housing Conditions Scale are all valid measures of their underlying variables.

Table 4.9*Model Fit of Confirmatory Factor Analysis (CFA) of Housing Conditions (n=400)*

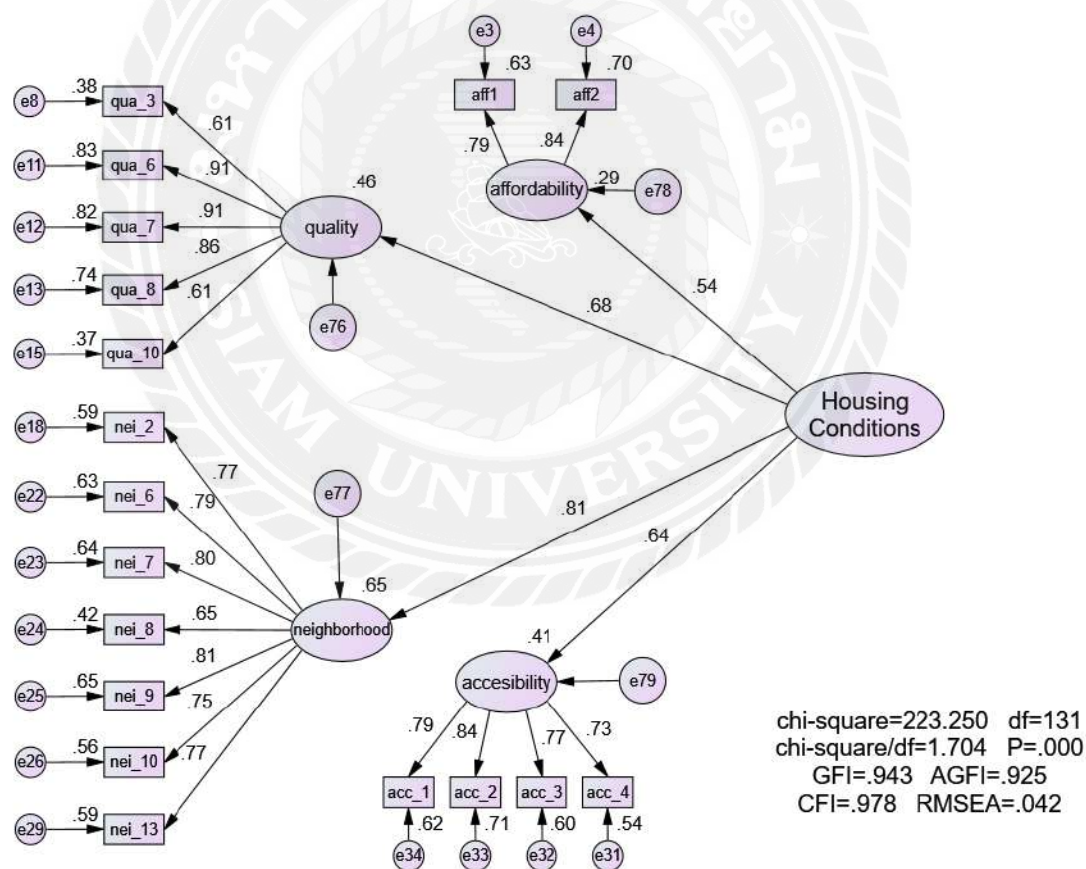
	Model fit Indices	Threshold Range	Observed Values
	Chi-square	None	223.25
Housing conditions	df	None	131
	Chi-square/df	below 5.00	1.704

Model fit Indices	Threshold Range	Observed Values
GFI	above 0.90	0.943
AGFI	above 0.90	0.925
CFI	above 0.90	0.978
TLI	above 0.90	0.974
RMSEA	below 0.08	0.042
SRMR	below 0.08	0.0396

Sources: Daire Hooper et al. (2008); Kline (2023)

Figure 4.3

Measurement Model of Housing Condition



Source: Researcher (2024).

(4) Job performance

In the confirmatory factor analysis, the model fit indices for the job performance measurement model demonstrated satisfactory results: the chi-square to degrees of freedom ratio ($\chi^2/df = 3.310$), absolute fit indices (GFI = 0.984, AGFI = 0.953, RMSEA = 0.076, SRMR = 0.0165), and incremental fit indices (CFI = 0.990, TLI = 0.980) all met or exceeded recommended thresholds ($\chi^2/df < 5$, GFI/AGFI ≥ 0.90 , RMSEA/SRMR < 0.08 , CFI/TLI ≥ 0.90). These results indicate adequate alignment between the model and the observed data, supporting the validity of the measurement structure for subsequent structural equation modeling analyses.

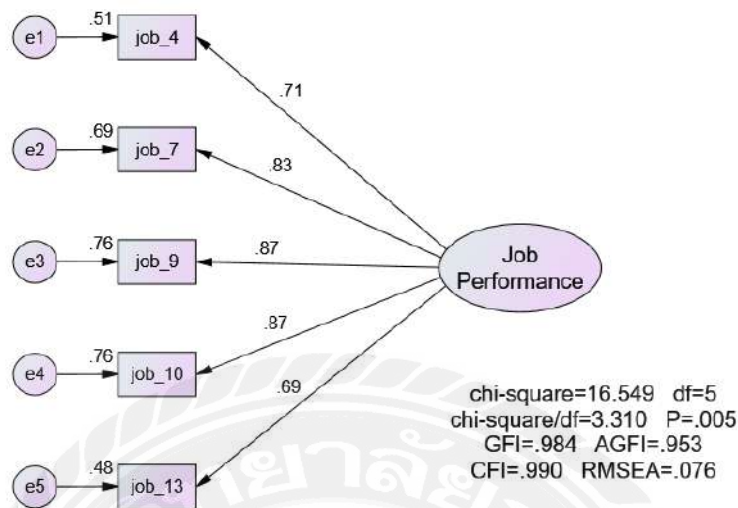
Item Validity Analysis: As evident from the measurement model in Figure 4.4, the individual items of the job performance scale exhibit satisfactory factor loadings within the model, which corresponds to the overall excellent model fit. This further substantiates that the items in the job performance scale are effective in measuring their underlying latent variable.

Table 4.10

Model Fit of Confirmatory Factor Analysis (CFA) of Job Performance (n=400)

	Model fit Indices	Threshold Range	Observed Values
	Chi-square	None	16.549
	df	None	5
	Chi-square/df	below 5.00	3.310
	GFI	above 0.90	0.984
Job performance	AGFI	above 0.90	0.953
	CFI	above 0.90	0.990
	TLI	above 0.90	0.980
	RMSEA	below 0.08	0.076
	SRMR	below 0.08	0.0165

Sources: Daire Hooper et al. (2008); Kline (2023)

Figure 4.4*Measurement Model of Job Performance*

Source: Researcher (2024).

In summary, the confirmatory factor analysis for all four variables have demonstrated good fit, providing a solid foundation for further exploration of the relationships among these variables. However, it is also crucial to acknowledge the limitations of the models and continuously seek to explore and refine them in future research to more accurately reflect the complexity of the real world. Additionally, by conducting deeper analyses of item validity and relationships among variables within the models, we can offer richer and more profound insights for research in the field of management.

4.2.2 Reliability, Validity and Discriminatory Power

This section focuses on the analysis of the parameter significance estimation, reliability, and convergent validity of each variable in the model, as well as the discriminant validity between the variables. It is conducted in the following two parts.

4.2.2.1 Reliability and Convergent Validity Analysis

(1) Housing conditions (HC)

This section conducts a thorough reliability and convergent validity analysis of housing conditions and its four dimensions: Affordability, Quality, Neighborhood, and

Accessibility. By analyzing data from 400 samples, indicators such as parameter significance, factor loadings, SMC (Squared Multiple Correlations), Composite Reliability (CR), and Average Variance Extracted (AVE) are employed to evaluate the reliability and convergent validity of housing conditions and its dimensions.

As evident from Table 4.11, the correlations between the four dimensions and housing conditions are high and significant, with factor loadings ranging from .537 to .808, and all P-values less than 0.001 (denoted as ***), indicating strong explanatory power of these dimensions on housing conditions. The Composite Reliability (CR) of .765 exceeds the good threshold of 0.7, demonstrating high internal consistency among the four dimensions. Additionally, the Average Variance Extracted (AVE) of .623 surpasses recommended threshold of 0.5, indicating good convergent validity among the dimensions.

① Affordability

Under the dimension of Affordability, the significance estimates P-values for both items (aff1 and aff2) are less than 0.001 (denoted as ***), suggesting strong explanatory capacity for the Affordability dimension. Factor loadings of .791 and .838, respectively, exceed the recommended threshold (typically considered high if greater than 0.70), indicating a favorable factor structure. The Composite Reliability (CR) of .613 indicates good internal consistency within the Affordability dimension. The Average Variance Extracted (AVE) of .664 surpasses recommended threshold of 0.5, which indicating good convergent validity for the Affordability dimension.

② Quality

All five items under the Quality dimension have P-values less than 0.001 (denoted as ***), indicating excellent parameter significance. Factor loadings range from .599 to .913, demonstrating strong explanatory power of these items for the Quality dimension. The Composite Reliability (CR) of .890 indicates extremely high internal consistency within this dimension. The Average Variance Extracted (AVE) of .626 far exceeds the recommended threshold, indicating excellent convergent validity for the Quality dimension.

③ Neighborhood

All six items in the neighborhood dimension have significance estimates P-values less than 0.001 (denoted as ***), indicating excellent parameter significance. Factor loadings range from .645 to .808, indicative of a good factor structure. High SMC values

(.416 to .653) and a Composite Reliability (CR) of .908 demonstrate high internal consistency within the neighborhood dimension and substantial contributions of individual indicators to the factor. The Average Variance Extracted (AVE) of .585 exceeds the recommended threshold of 0.5, proving good convergent validity for this dimension.

④ Accessibility

All four items under the Accessibility dimension have significance estimates P-values less than 0.001 (denoted as ***), with factor loadings ranging from .734 to .847, indicating strong explanatory ability of these indicators for the Accessibility dimension. High SMC values (.539 to .717) and a Composite Reliability (CR) of .865 demonstrate high internal consistency within this dimension. The Average Variance Extracted (AVE) of .617 far exceeds the recommended threshold, proving excellent convergent validity for the Accessibility dimension.

In summary, through detailed reliability and convergent validity analyses of housing conditions and its four dimensions, housing conditions and all its dimensions exhibit good internal consistency and convergent validity. These results validate the effectiveness of the measurement tools used in this study, laying a solid foundation for subsequent analyses of the impact of housing conditions on the other three variables.

Table 4.11

Reliability and Convergent Validity Analysis of Housing Conditions (HC) (n=400)

dimension	Item	Significance Estimates				Factor loading	SMC	CR	AVE
		β	S.E.	t-value	P				
HC	affordability	1.000				.537	.288	.765	.623
	quality	.802	.128	6.264	***	.678	.460		
	neighborhood	1.202	.181	6.627	***	.808	.653		
	accessibility	.914	.141	6.482	***	.642	.412		
affordability	aff1	1.000				.791	.626	.613	.664
	aff2	1.137	.126	9.052	***	.838	.702		
quality	qua_6	1.000				.913	.834	.890	.626
	qua_10	.669	.049	13.555	***	.599	.359		
	qua_8	.956	.039	24.781	***	.858	.736		
	qua_7	.996	.036	27.902	***	.910	.828		
	qua_3	.720	.052	13.910	***	.610	.372		
neighborhood	nei_13	1.000				.767	.588	.908	.585
	nei_10	1.097	.070	15.622	***	.757	.573		
	nei_9	1.023	.061	16.840	***	.808	.653		

dimension	Item	Significance Estimates				Factor loading	SMC	CR	AVE
		β	S.E.	t-value	P				
accessibility	nei_7	1.095	.066	16.703	***	.802	.643	.865	.617
	nei_6	1.092	.066	16.576	***	.797	.635		
	nei_8	1.077	.083	13.028	***	.645	.416		
	nei_2	1.123	.071	15.801	***	.765	.585		
	acc_4	1.000				.734	.539		
	acc_3	1.049	.073	14.371	***	.765	.585		
	acc_2	1.161	.074	15.618	***	.847	.717		
	acc_1	1.068	.072	14.811	***	.791	.626		

NOTE: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$, β =unstandardized estimates

(2) Life satisfaction (LS)

This section delves into the parameter significance estimation, reliability, and convergent validity of the key variable of Life Satisfaction (LS), as presented in Table 4.12. The significance tests conducted on the individual items of LS (lf_1 to lf_4) confirm their statistical importance. Results indicate that all items exhibit highly significant standardized factor loadings, marked with "****" ($P < 0.001$), signifying a strong correlation with the LS construct. Factor loadings ranging from .815 to .928 demonstrate the robust explanatory power of these items towards life satisfaction.

The Composite Reliability (CR) value of .759, exceeding the recommended threshold of .70, underscores the high internal consistency of the SWLS scale. Additionally, the high Squared Multiple Correlations (SMC) values for all items further attest to their validity and reliability.

The Average Variance Extracted (AVE) of .759, substantially exceeding the suggested threshold of 0.5, indicates a commendable convergent validity of the life satisfaction scale, with items effectively converging on the LS construct.

Table 4.12

Reliability and Convergent Validity Analysis of Life Satisfaction (LS) (n=400)

Dimension	Item	Significance Estimates				Factor loading	SMC	CR	AVE
		β	S.E.	t-value	P				
LS	lf_1	1.000				.855	.731	.926	.759
	lf_2	.991	.042	23.353	***	.882	.778		
	lf_3	1.111	.044	25.365	***	.928	.861		
	lf_4	1.065	.052	20.354	***	.815	.664		

NOTE: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$, β =unstandardized estimates

(3) Emotional well-being (EWB)

The data presented in Table 4.13 demonstrate that all items related to Emotional Well-being (EWB) exhibit statistical significance with P-values less than 0.001. Furthermore, the factor loadings surpass the recommended threshold of 0.7, indicating robust statistical significance and reliability. This suggests that these items strongly explain the construct of emotional well-being.

The Composite Reliability (CR) value of .898 far exceeds the good threshold of .70, suggesting a high degree of internal consistency within the EWB scale. Additionally, the Average Variance Extracted (AVE) of .639 also greatly surpasses the recommended threshold of 0.5, indicating good convergent validity of the scale. Each item effectively converges towards the construct of emotional well-being.

Therefore, the measurement instrument for Emotional Well-being (EWB) employed in this study effectively captures the emotional well-being status of the research participants, providing a solid foundation for subsequent hypothesis testing and theoretical discussions.

Table 4.13

Reliability and Convergent Validity Analysis of Emotional Well-being (n=400)

Dimension	Item	Significance Estimates				Factor loading	SMC	CR	AVE
		β	S.E.	t-value	P				
EWB	EB3	1.000				.762	.581	.898	.639
	EB4	1.169	.069	16.943	***	.827	.684		
	EB5	1.009	.059	17.224	***	.839	.704		
	EB6	.930	.062	14.908	***	.737	.543		
	EB8	1.075	.064	16.914	***	.825	.681		

NOTE: *p < 0.05, **p < 0.01, ***p < 0.001, β =unstandardized estimates

(4) Job performance (JP)

As evident from the data presented in Table 4.14, all the items related to job performance exhibit strong statistical significance, with P-values well below 0.001, and factor loadings exceeding the recommended thresholds. This demonstrates robust statistical significance and reliability, suggesting a potent explanatory capacity of these items in capturing job performance.

The composite reliability (CR) value for these items stands at .897, indicative of a high degree of correlation among the individual items within the construct. This signifies that the items consistently and stably reflect the concept of Job Performance.

Moreover, the average variance extracted (AVE) amounts to .637, significantly surpassing the suggested threshold of 0.5, underlining the excellent convergent validity of the scale. This implies that the items effectively converge on the construct of job performance.

In conclusion, the Job Performance construct exhibits remarkable performance in terms of parameter significance, composite reliability, and convergent validity. These attributes not only validate the effectiveness and reliability of Job Performance as a crucial variable for research but also lay a solid foundation for subsequent hypothesis testing and theoretical contributions in future studies.

Table 4.14

Reliability and Convergent Validity Analysis of Job Performance (JP) (n=400)

Dimension	Item	Significance Estimates				Factor loading	SMC	CR	AVE
		β	S.E.	t-value	P				
JP	job_4	1.000				.713	.508	.897	.637
	job_7	1.146	.073	15.463	***	.829	.687		
	job_9	1.215	.075	16.161	***	.870	.757		
	job_10	1.305	.075	16.548	***	.869	.755		
	job_13	1.144	.087	13.176	***	.693	.480		

NOTE: *p < 0.05, **p < 0.01, ***p < 0.001, β =unstandardized estimates

4.2.2.2 Discriminatory Power

Discriminatory power refers to the extent to which different constructs or variables maintain relative independence in empirical measurements. In research fields such as psychology, sociology, and management, ensuring discriminatory validity among variables is a crucial step in validating the effectiveness and reliability of the research model. This paper conducts a discriminatory validity analysis using the correlation coefficient matrix among four research variables: housing conditions (HC), life satisfaction (LS), emotional well-being (EWB), and job performance (JP). The matrix is presented in Table 4.15.

The data on the diagonal of the matrix equals the square root of the AVE (Average Variance Extracted) for each variable. A variable exhibits good discriminatory validity if

the value on the diagonal is greater than the coefficients with other variables directly below and to the left (Cheung et al., 2024).

From the data in the Table 4.15, we observe that the HC-HC diagonal value is 0.789, which is higher than the correlation coefficients between HC and LS, EWB, and JP (i.e., HC-LS, HC-EWB, HC-JP). This indicates that the construct of housing conditions (HC) can be effectively distinguished from the other three variables, demonstrating discriminatory validity.

Similarly, the LS-LS diagonal value is 0.871, exceeding the correlation coefficients with HC, EWB, and JP (0.487, 0.447, 0.578, respectively). This suggests that the life satisfaction (LS) construct possesses discriminatory validity, allowing it to be clearly distinguished from the other three constructs.

The EWB-EWB diagonal value stands at 0.799, which is higher than the correlation coefficients with HC, LS, and JP (0.411, 0.447, 0.737, respectively). This confirms that the emotional well-being construct (EWB) exhibits good discriminatory validity to the other three constructs.

Lastly, the JP-JP diagonal value is 0.798, exceeding the correlation coefficients with HC, LS, and EWB (0.423, 0.578, 0.737, respectively). This indicates that the job performance construct (JP) can be clearly distinguished from the other three constructs, demonstrating satisfactory discriminatory validity.

In summary, the four variables exhibit good independence in terms of discriminatory validity. This means that they each represent distinct phenomena and meanings, providing a solid foundation for model construction and hypothesis testing.

Table 4.15

Discriminant Validity Analysis of Variables (n=400)

	AVE	HC	LS	EWB	JP
HC	.623	.789			
LS	.759	.487	.871		
EWB	.639	.411	.447	.799	
JP	.637	.423	.578	.737	.798

Source: Researcher (2024).

4.3 Structural Equation Models and Hypothesis Testing

The primary objective of this study is to investigate the relationships among housing conditions, life satisfaction, emotional well-being, and job performance of rental housing residents in China. This study employed structural equation modeling (SEM) to explore and validate the associations between these four variables. The reliability and validity tests of the sample data and measurement model have been completed in Section 4.2. This section primarily focuses on assessing the model fit of the SEM, examining the relationships between variables, and verifying the hypotheses proposed in this study. The SEM analysis and hypothesis testing were conducted using AMOS24 software with the maximum likelihood method.

4.3.1 Model Fit

Initially, the model fit of the SEM was evaluated. The relevant statistics are presented in Table 4.15. As can be observed from Table 4.16, all the model fit indices exceed the recommended thresholds, indicating a good fit of the model. This robust model fit provides a solid foundation for analyzing the relationships between variables and testing the research hypotheses.

Table 4.16

Model Fit of Framework (n=400)

	Model fit Indices	Threshold Range	Observed Values
	Chi-square	None	586.367
	df	None	454
	Chi-square/df	below 5.00	1.29
	GFI	above 0.90	0.93
Framework	AGFI	above 0.90	0.92
	CFI	above 0.90	0.98
	TLI	above 0.90	0.98
	RMSEA	below 0.08	0.03
	SRMR	below 0.08	0.0472

Source: Researcher (2024).

4.3.2 Impact Path Analysis

Through the analysis of the collected data (n=400) using AMOS software, the estimated values of path coefficients between variables and their statistical significance levels were obtained, as presented in Table 4.17. The specific findings are detailed below:

(1) HC→LS: Housing conditions (HC) have a significant positive effect on life satisfaction (LS), with an Unstandardized Estimate of .813 and a Standardized Estimate of .598 (C.R. = 7.439, $p < 0.001$). This result indicates that improving housing conditions can markedly enhance residents' life satisfaction, aligning with previous research findings regarding the relationship between living environments and subjective well-being. This validates Hypothesis 1 of this study.

(2) HC→EWB: Housing conditions (HC) also demonstrate a significant positive impact on emotional well-being (EWB), as evidenced by an Unstandardized Estimate of .476 and a Standardized Estimate of .447 (C.R. = 5.960, $p < 0.001$). This discovery underscores the significance of favorable housing conditions in enhancing individuals' emotional states, supporting the theoretical viewpoint that the physical environment positively influences mental health. Therefore, Hypothesis 3 is upheld.

(3) LS → JP: The direct path coefficient from life satisfaction (LS) to job performance (JP) is small (.036) and statistically insignificant (S.E.=.070, C.R.=.507, $P=.612$), with a Standardized Estimate of .047. This suggests that the direct role of life satisfaction on job performance is unclear. Consequently, Hypothesis 2 of this study is not supported, which aligns with information provided by qualitative interviews, as elaborated in the subsequent qualitative analysis section.

(4) EWB→LS: The direct path coefficient of emotional well-being (EWB) on life satisfaction (LS) is .397 (Unstd Estimate), indicating a significant positive impact. With a Standard Error (S.E.) of .066, a Critical Ratio (C.R.) of 6.014, and reaching statistical significance at $p < 0.001$, this effect is robust and reliable. Therefore, Hypothesis 5 is validated.

(5) EWB→JP: The Unstandardized path coefficient from emotional well-being (EWB) to job performance (JP) is .333 (S.E.=.064, C.R.=5.229, $P<0.001$), indicating a significant positive influence. The Standardized Estimate of .342 further validates the

robustness of this relationship, emphasizing the vital role of an individual's emotional well-being in their job performance. Thus, Hypothesis 4 is confirmed.

(6) HC→JP: Housing conditions (HC) exhibit a statistically significant direct effect on job performance (JP) with a coefficient of 0.284 (Standardized Estimate = .274) and a p-value < 0.05. This signifies that favorable housing conditions can directly contribute to enhanced job performance among employees. This finding is consistent with prior research, suggesting that the quality of the work environment, including living conditions, is a crucial factor influencing employees' work attitudes, satisfaction, and ultimate performance. Good housing conditions may mitigate stress and distractions stemming from inadequate living environments, enabling employees to focus more on tasks and thereby improve work efficiency and quality. Consequently, Hypothesis 6 is upheld.

In summary, this study utilized structural equation modeling to elucidate the intricate relationships among housing conditions, life satisfaction, emotional well-being, and job performance. Specifically, it reveals that improving housing conditions can substantially elevate individuals' life satisfaction and emotional well-being, which, in turn, contribute to enhanced job performance.

Table 4.17

Results of Structural Equation Modeling Outputs (Direct path effects) (n=400)

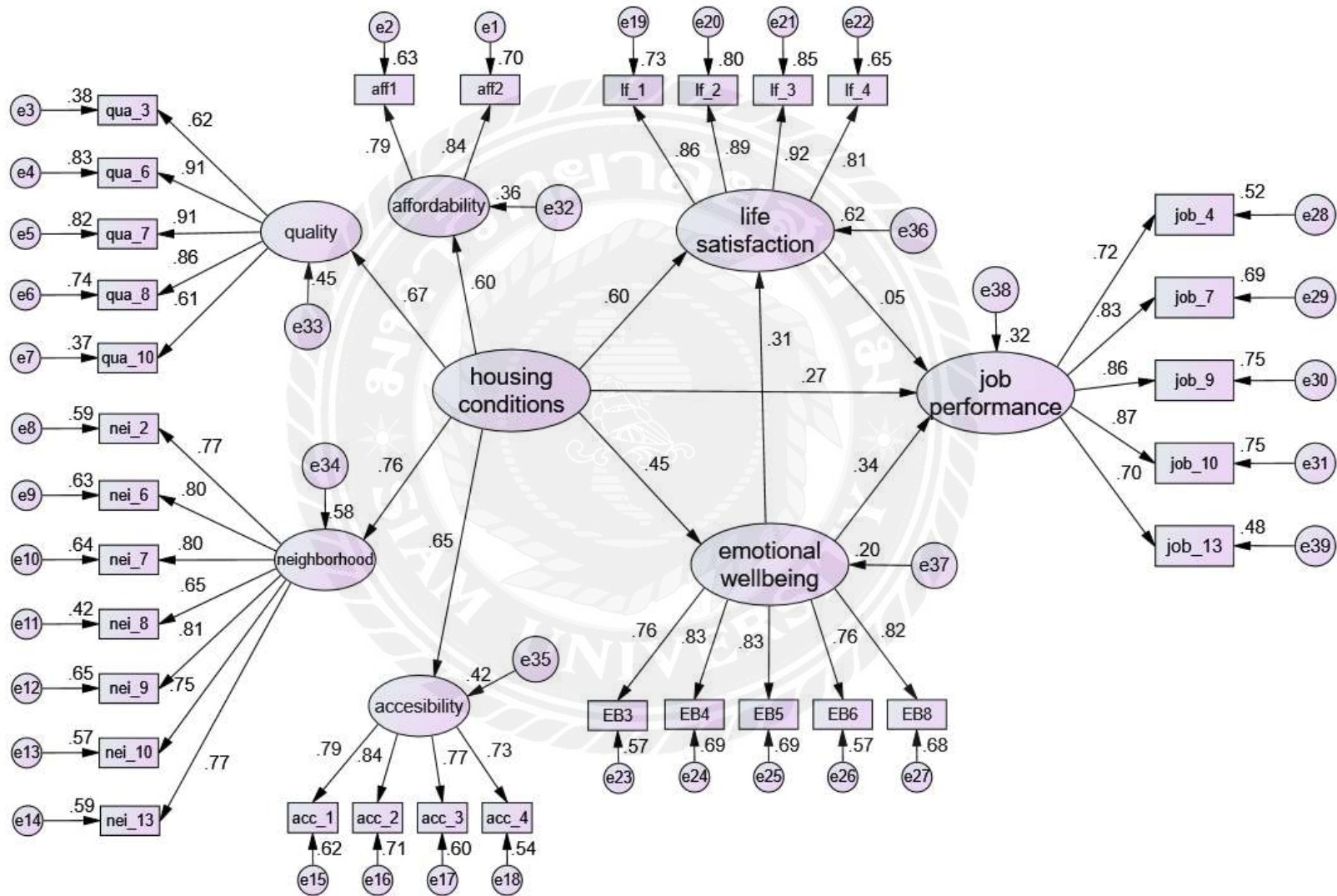
H No.	Relation path	β	S.E.	C.R.	P	Estimate
1	HC → LS	.813	.109	7.439	***	.598
2	HC → EWB	.476	.080	5.960	***	.447
3	LS → JP	.036	.070	.507	.612	.047
4	EWB → LS	.397	.066	6.014	***	.311
5	EWB → JP	.333	.064	5.229	***	.342
6	HC → JP	.284	.100	2.837	.005	.274

NOTE: *p < 0.05, **p < 0.01, ***p < 0.001

Figure 4.5 is the outcome of the structural equation modeling analysis applied to the research framework outlined in this study. The data presented on each line within the diagram represent the standardized path coefficients along with their respective squared multiple correlations (SMC), offering a comprehensive understanding of the relationship strengths and the variance explained by the predictor variables.

Figure 4.5

Modified Structural Equation Model



4.3.3 Testing of Mediating Effects

This study focuses primarily on examining whether life satisfaction (LS) and emotional well-being (EWB) mediate the relationship between the independent variable housing conditions (HC) and the dependent variable job performance (JP), including their direct and total effects. Therefore, it is crucial to test the mediation effects among these variables.

4.3.3.1 Mediation Analysis Methods

Several commonly used methods for testing mediation effects have been widely applied in psychology, sociology, economics, and other fields.

(1) The Three-Step Approach by Baron and Kenny (1986):

Step 1: Examine the direct (total) effect of the independent variable X on the dependent variable Y, typically using regression analysis.

Step 2: Introduce the mediator variable M into the model and test the effect of X on M (indirect effect).

Step 3: Include both X and M in the model simultaneously to examine whether the effect of X on Y significantly diminishes after introducing M (direct effect). If the direct effect becomes insignificant while the indirect effect is significant, mediation may exist. (Baron & Kenny, 1986)

(2) Coefficient Product Method (Sobel Test): This method directly calculates the product ($a*b$) of the effect of the independent variable X on the mediator variable M (a) and the effect of the mediator variable M on the dependent variable Y (b). Then, it tests whether this product is significant. If significant, mediation is indicated. (MacKinnon et al., 2002)

(3) Bootstrap Method: The Bootstrap method estimates the distribution of the indirect effect through repeated sampling (typically thousands of times) and calculates the confidence interval and p-value based on this distribution. (Preacher & Hayes, 2008)

This study integrated the aforementioned methods to test the mediation effects of life satisfaction and emotional well-being, thereby validating Hypotheses 7 and 8.

4.3.3.2 Testing Result Analysis

Table 4.18 presents the results data compiled from 5000 bootstraps runs using AMOS24.

Table 4.18*Mediating Effect Test of Mediating Variables*

Relationship	Point Estimate	Product of coefficient		Bootstrapping (5000 times)				
		SE	Z	Percentile 95%CI		BC 95%CI		P
				Lower	Upper	Lower	Upper	
Direct effect:								
HC→JP	.284	.122	2.328	.043	.520	.054	.531	.015
Indirect effect:								
HC→LS→JP	.029	.071	.408	-.103	.175	-.110	.169	.693
HC→EWB→JP	.158	.038	4.158	.093	.244	.097	.249	***
HC→EWB→LS→JP	.007	.016	.438	-.025	.039	-.025	.038	.652
Total indirect effect	.194	.089	2.180	-.039	.391	.035	.388	.020
Total effect:								
Total effect	.478	.088	5.432	.320	.666	.324	.675	***

NOTE: ***refer to $P < 0.001$; BC=Bias-Corrected; CI=Confidence interval

(1) Direct Effect Analysis:

The data indicates that housing conditions (HC) have a significant direct effect on job performance (JP) (Point Estimate = .284, $P = .015$). This suggests that, apart from indirect pathways through mediating variables, housing conditions are themselves a crucial factor influencing job performance. This validates the hypothesis 6 proposed in this paper.

(2) Mediating Effect Analysis:

HC → LS → JP Pathway: The indirect effect of housing conditions (HC) on job performance (JP) mediated by life satisfaction (LS) is weak and non-significant (Point Estimate = .029, $P = .693$). This result indicates that life satisfaction does not mediate the relationship between housing conditions and job performance. Therefore, hypothesis 7 is not supported.

HC → EWB → JP Pathway: In contrast, the indirect effect of housing conditions (HC) on job performance (JP) mediated by emotional well-being (EWB) is significant and strong (Point Estimate = .158, $P < .001$). This suggests that improving housing conditions can enhance employees' emotional well-being, which in turn improves their job performance. This finding underscores the crucial mediating role of emotional well-being in the relationship between housing conditions and job performance. Consequently, hypothesis 8 is supported.

HC → EWB → LS → JP Pathway: However, when considering the sequential mediating effect of emotional well-being (EWB) and life satisfaction (LS), i.e., the HC → EWB → LS → JP pathway, the effect becomes very weak and non-significant (Point Estimate = .007, P = .652). This implies that while emotional well-being can influence life satisfaction, this dual mediation effect does not significantly contribute to enhancing job performance.

(3) Total Effect Analysis:

Taking into account all direct and indirect effects, the total effect of housing conditions (HC) on job performance (JP) is significant and strong (Point Estimate = .478, P < .001). This result further reinforces the significant influence of housing conditions on employee job performance, which is not limited to direct pathways but is also reinforced through mediating variables such as emotional well-being.

In summary, this study found that housing conditions have a significant direct impact on job performance and an indirect impact mediated by emotional well-being. However, the mediating effect of life satisfaction is not significant, and the dual mediation pathway (HC → EWB → LS → JP) exhibits a weak effect. These findings provide new insights for research in the field of management, emphasizing the importance of improving employees' housing conditions to enhance job performance, particularly by boosting their emotional well-being. Future studies could further explore the mechanisms of different mediating variables in specific contexts and how to more effectively improve employee job performance.

4.3.4 Results of Hypothesis Testing

Table 4.19

Results of Hypotheses Testing

No.	Hypothesis	Result
H1	Housing conditions affect the life satisfaction of the residents of rental housing in China.	Supported
H2	Life satisfaction influences the job performance of the residents of rental housing in China.	Not supported
H3	Housing conditions affect the emotional well-being of the residents of rental housing in China.	Supported

No.	Hypothesis	Result
H4	Emotional well-being influences the job performance of the residents of rental housing in China.	Supported
H5	Emotional well-being has a direct effect on the life satisfaction of the residents of rental housing in China.	Supported
H6	Housing conditions affect the job performance of the residents of rental housing in China.	Supported
H7	Life satisfaction mediates the relationship between housing conditions and job performance of the residents of rental housing in China.	Not supported
H8	Emotional well-being mediates the relationship between housing conditions and job performance of the residents of rental housing in China.	Supported

H1: Housing conditions affect the life satisfaction of the residents of rental housing in China. **(Supported)**

This hypothesis examines whether housing conditions influence the life satisfaction of residents in rental housing in China. The data from Table 4.16 indicates a significant positive effect of housing conditions on life satisfaction, with a substantial impact (Unstd Estimate (β) = .813, Std Estimate = .598, S.E. = .109, C.R. = 7.439, and a significant P-value marked with ***, indicating $p < 0.001$). Thus, this hypothesis is supported.

H2: Life satisfaction influences the job performance of the residents of rental housing in China. **(Not Supported)**

This hypothesis explores whether life satisfaction affects job performance among residents in rental housing in China. The data from Table 4.16 and preceding analyses reveal a negligible coefficient for the effect of life satisfaction on job performance, which is also statistically insignificant (Unstd Estimate = .036, Std Estimate = .047, S.E. = .070, C.R. = .507, $P = .612$). Consequently, this hypothesis is not supported.

H3: Housing conditions affect the emotional well-being of the residents of rental housing in China. **(Supported)**

This hypothesis investigates whether housing conditions affect emotional well-being among residents in rental housing in China. The data from Table 4.16 and preceding analyses demonstrate a significant positive effect of housing conditions on emotional well-being (Unstd Estimate (β) = .476, Std Estimate = .447, S.E. = .080, C.R. = 5.960, and a

significant P-value marked with ***, indicating $p < 0.001$). Therefore, this hypothesis is supported.

H4: Emotional well-being influences the job performance of the residents of rental housing in China. **(Supported)**

This hypothesis examines whether emotional well-being affects job performance among residents in rental housing in China. The data from Table 4.16 and preceding analyses reveal a significant positive effect of emotional well-being on job performance (Unstd Estimate (β) = .333, Std Estimate = .342, S.E. = .064, C.R. = 5.229, and a significant P-value marked with ***, indicating $p < 0.001$). Hence, this hypothesis is supported.

H5: Emotional well-being has a direct effect on the life satisfaction of the residents of rental housing in China. **(Supported)**

This hypothesis explores whether emotional well-being influences life satisfaction among residents in rental housing in China. The data from Table 4.16 and preceding analyses indicate a significant positive effect of emotional well-being on life satisfaction (Unstd Estimate (β) = .397, Std Estimate = .311, S.E. = .066, C.R. = 6.014, and a significant P-value marked with ***, indicating $p < 0.001$). Therefore, this hypothesis is supported.

H6: Housing conditions affect the job performance of the residents of rental housing in China. **(Supported)**

This hypothesis investigates whether housing conditions affect job performance among residents in rental housing in China. The data from Tables 4.16 and 4.7, along with preceding analyses, demonstrate a statistically significant positive effect of housing conditions on job performance. The direct effect has an Unstd Estimate (β) of .284, Std Estimate of .274, a P-value of .005 (significant at 95% confidence level), and a total effect of .478 with $P < 0.001$. Thus, this hypothesis is supported.

H7: Life satisfaction mediates the relationship between housing conditions and job performance of the residents of rental housing in China. **(Not Supported)**

This hypothesis explores whether life satisfaction mediates the relationship between housing conditions and job performance among residents in rental housing in China. The data from Table 4.17 and preceding analyses reveal a weak and statistically insignificant mediating effect of life satisfaction (Point Estimate = .029, $P = .693$). Therefore, this hypothesis is not supported.

H8: Emotional well-being mediates the relationship between housing conditions and job performance of the residents of rental housing in China. **(Supported)**

This hypothesis investigates whether the emotional well-being (EWB) of residents in rental housing in China serves as a mediator in the relationship between their housing conditions (HC) and job performance (JP). Based on the data presented in Table 4.17 and prior analyses, it is evident that the indirect effect of housing conditions on job performance, partially mediated by emotional well-being, is significant and robust (Point Estimate = .158, $P < .001$). This finding underscores that improvements in housing conditions lead to a notable enhancement in emotional well-being, which subsequently translates into improved job performance. This validation underscores the pivotal mediating role of emotional well-being in the relationship between housing conditions and job performance. Consequently, this hypothesis is supported.

4.4 Findings of Qualitative Research

The qualitative study was conducted to explore the real housing conditions, life satisfaction, emotional well-being, and job performance of residents in China's housing rental market. In addition, it provided complementary insights to the quantitative findings, offering opinions based on authenticity from stakeholders.

The qualitative research process included two phases: data collection and data coding and analysis. The data collection phase was conducted by conducting semi-structured in-depth interviews with stakeholders. The data analysis phase was conducted in three stages: open coding, axial coding, and selective coding (Lim, 2024). In the open coding stage, the raw interview data were segmented into initial codes that highlighted recurring themes and patterns. In the axial coding stage, these codes were grouped into broader thematic categories, identifying relationships and interdependencies between factors. Finally, selective coding was used to integrate the themes into a cohesive framework, identifying the core factors influencing the study variables. This systematic approach allowed for an in-depth exploration of the real housing conditions, life satisfaction, emotional well-being, and job performance of residents in China's housing rental market, as well as the real relationships between the four variables, revealing the pathways through which housing conditions influence the other three variables.

4.4.1 Data Collection

Data collection for this study utilized in-depth semi-structured interviews with one individual landlord, one professional housing manager, two rental agents, two tenants, two officials from housing management centers, and two professors from university, with each of these interviewees representing a different stakeholder group. The details of the interviewee's information are shown in Table 4.20.

Table 4.20

Profile of the Interviewees

Sample No.	Age	Gender	Stakeholder
S1	45	Females	Individual landlord
S2	35	Male	Professional housing manager
S3	25	Male	Rental agent
S4	29	Female	Rental agent
S5	24	Male	Tenant (just graduated from college and worked for 2 years)
S6	28	Female	Tenants (renting due to change of workplace)
S7	28	Female	An official from housing management center
S8	32	Female	An official the housing management center
S9	41	Male	Professor, Ph.D. in Management
S10	45	Female	Associate Professor, Ph.D. in Management

Source: Researcher (2025).

The demographics of the interviewee sample were diverse, spanning different genders, ages, and cities, providing a comprehensive understanding of the stakeholders.

4.4.2 Open Coding

Open coding is a fundamental step in qualitative data analysis, which aims to identify, categorize, and label key themes and patterns that emerge from the data collected from the interviews (Lim, 2024). This study used an open coding process to reveal the key factors affecting residents' housing conditions in the Chinese housing rental market, how

housing conditions affect occupants' lives and work, and the relationship between housing conditions and life satisfaction, emotional well-being, and job performance.

Table 4.21

Open Coding

Scope	Original Utterance (Descriptive Discourse)
Accessibility to basic needs	<p>“Easy commute, close to workplaces or main roads.” (S1)</p> <p>“Being close to work, school, bus/subway stations, and markets makes commuting easier, which is a key need.” (S2)</p> <p>“Commute time/cost/convenience (subway, bus, driving) to work/school, and proximity to essential amenities like supermarkets, markets, convenience stores, restaurants, pharmacies, and hospitals.” (S3)</p> <p>“Commute convenience (distance to core business/work areas).” (S4)</p> <p>“Close to subway/bus stations with convenient access to workplaces and key areas (malls, hospitals, etc.).” (S5)</p> <p>“Supermarkets, markets, pharmacies, and restaurants are within a 10-minute walk, meeting daily needs.” (S6)</p> <p>“Close to public transit (subway, bus) or within an acceptable commute to work/school.” (S7)</p> <p>“The surrounding area offers complete amenities, including transportation, education, healthcare, and shopping, meeting all daily needs.” (S8)</p> <p>“Commute convenience (within 1-hour commute to workplace).” (S9)</p> <p>“The accessibility to nearby supermarkets, hospitals, and schools affects daily life efficiency.” (S10)</p>
Housing quality (e.g., Area, Renovation, Furniture, Appliances, Ventilation, Lighting, etc.)	<p>“Simple and practical with easy-to-clean floors/tiles, fully furnished with basic furniture and appliances (bed, wardrobe, water heater, AC, etc.), featuring good ventilation and lighting to avoid dampness.” (S1)</p> <p>“The completeness and reliability of basic living facilities, such as water, electricity, gas, bathroom, kitchen, and internet.” (S3)</p> <p>“Basic living facilities are complete (stable utilities, internet, and functional appliances).” (S4)</p> <p>“Private bathroom, functional kitchen, washer, water heater, AC, fridge, and stable broadband (essential for work).” (S5)</p> <p>“The utilities (water, electricity, internet) are stable, and the appliances (AC, water heater, washer, etc.) are new and functional, minimizing maintenance disruptions.” (S6)</p> <p>“Self-contained, fully functional bathroom (toilet, shower/bathtub, sink) and kitchen (stove, sink) with proper ventilation, drainage, and no leaks or blockages.” (S7)</p> <p>“Good sound insulation indoors prevents neighborhood disturbances.” (S8)</p> <p>“Basic sanitation facilities (private bathroom > shared).” (S9)</p> <p>“No issues affecting living safety, such as leaks, wall cracks, or poor soundproofing.” (S10)</p>
Community and Neighborhood Conditions (Safety, Greenery, Air	<p>“Security: Effectiveness of residential access control and surrounding safety, a key concern for women living alone.” (S3)</p> <p>“The neighborhood has basic security like access control and surveillance, which is a key concern for women living alone.” (S6)</p> <p>“The community is friendly with few neighborhood conflicts.” (S7)</p>

Scope	Original Utterance (Descriptive Discourse)
Quality, Noise, etc.)	<p>“The living environment is tidy and well-managed, with standardized property management and basic security measures like surveillance and firefighting facilities.” (S8)</p> <p>“Community public health (waste disposal/pest control)” (S9)</p> <p>“The standardization of community management services such as waste disposal and green maintenance.” (S10)</p>
Rental Price	<p>“A reasonable rent should match the size, location, condition, and facilities of the property.” (S1)</p> <p>“Fair rent: the price matches the size, location, decoration, and facilities of the house.” (S2)</p> <p>“I personally find rent up to 35% of post-tax income comfortable, but exceeding 40% causes significant stress.” (S5)</p> <p>“Keep rent within 30% of income to ensure manageable financial pressure and avoid overpriced, substandard housing.” (S6)</p> <p>“The rent matches the property's condition and location within the tenant's budget.” (S7)</p> <p>“Rent aligns with income to avoid squeezing living costs.” (S8)</p> <p>“Rent-to-income ratio directly impacts cost-of-living pressure, and frequent rent hikes or fluctuations worsen tenants' financial stress.” (S10)</p>
Landlord-tenant relationship	<p>“Landlord responds quickly, fixes issues fast (like clogs or broken appliances), communicates friendly, and rarely disturbs during the lease.” (S1)</p> <p>“Follow the contract: handle deposit returns and payments as agreed, no disputes.” (S2)</p> <p>“A reasonable and communicative landlord makes for a much better living experience.” (S3)</p> <p>“Is the landlord reliable, the lease secure against sudden eviction (e.g., selling or reclaiming the property), and are rent increases reasonable and clearly stated in the contract? This is crucial!” (S5)</p> <p>“The landlord communicates well, promptly addressing issues (e.g., leaks) without evasion, and avoids intrusions or frequent rent hikes.” (S6)</p> <p>“The balance of power between landlords and tenants involves institutional safeguards such as repair response times and rent increase restrictions.” (S9)</p> <p>“Landlord reliability: no arbitrary breaches (e.g., early termination) or malicious deposit deductions.” (S10)</p>
Time and Energy Allocation → Impact on working status	<p>“Remote or inaccessible listings (e.g., old neighborhoods far from bus stops) may increase tardiness risks, especially with snowy winters and complex road conditions in Yantai.” (S1)</p> <p>“Long commutes cause work fatigue, reduce efficiency, and increase late-night return risks.” (S2)</p> <p>“Poor transport (long distance, few buses, congestion) significantly lengthens commutes.” (S3)</p> <p>“A tenant in Muping District endured over 2 hours of daily cross-district commuting for three months to save rent, but eventually requested a transfer due to exhaustion, resulting in a 15% pay cut.” (S4)</p> <p>“Commuting is a major variable, as long distances (e.g., over 1.5 hours each way) consume 3+ hours daily, directly cutting into time for sleep, study, fitness, socializing, or chores.” (S5)</p> <p>“Rushing for crowded, traffic-jammed morning buses often leaves me too frustrated to focus at work, even yawning in meetings and getting called out by my boss.” (S6)</p>

Scope	Original Utterance (Descriptive Discourse)
	<p>“Long commutes may limit tenants' ability to accept overtime, flexible work, or urgent tasks, even affecting job choices.” (S7)</p> <p>“Frequent long-distance commuting, such as crowded morning subways causing sleep deprivation, easily leads to fatigue and directly impairs work concentration.” (S8)</p> <p>“Empirical finding: A 15-minute longer commute reduces employees' overtime willingness by 19%.” (S9)</p> <p>“Commute fatigue reduces post-work resilience.” (S10)</p>
Quality of Life	<p>“Insufficient storage leads to clutter, reduced efficiency, and anxiety.” (S2)</p> <p>“Poor sound insulation is the top killer of life quality.” (S3)</p> <p>“I once rented a place an hour from work, with 6:30 AM bus rides and 8 PM returns, leaving weekdays just for work and sleep and weekends for catching up on lost sleep, leaving no time for social life.” (S6)</p> <p>“A tenant living in suburban low-rent housing commutes over 2 hours daily, reducing family time.” (S8)</p> <p>“When rent exceeds 30% of income, tenants are forced to cut essential spending like food and healthcare, creating a "housing cost-quality of life" negative cycle.” (S10)</p>
Physical and Mental Health → Impact on working status	<p>“Damp (due to Yantai's coastal humidity) and poorly ventilated homes can cause respiratory issues and affect work performance.” (S1)</p> <p>“Damp musty smell (common in coastal Yantai) can cause long-term respiratory discomfort.” (S2)</p> <p>“Damp, poorly ventilated areas breed mold and mites, triggering or worsening respiratory issues (e.g., asthma, allergies), skin conditions, and joint problems.” (S3)</p> <p>“Lack of control (e.g., landlords entering freely or delayed repairs) causes feelings of powerlessness, frustration, and even damaged self-esteem.” (S5)</p> <p>“Living in a north-facing bedroom for half a year with almost no sunlight in winter, the constant darkness after work made me feel depressed and even suspect I had seasonal affective disorder.” (S6)</p> <p>“Damp and dark areas breed mold, causing respiratory diseases, while safety hazards create psychological stress.” (S7)</p>
Housing conditions affect emotional well-being	<p>“A tenant sent me moldy room photos with the caption "Coming home feels like entering a prison," while frequently posting depressive updates on social media.” (S2)</p> <p>“A friend living in an old street-side house suffers from chronic sleep deprivation, becoming irritable and distracted, complaining that "going home is more exhausting than work.” (S5)</p> <p>“Tenants suffer from chronic sleep deprivation and neurasthenia due to frequent noise (footsteps, voices, plumbing) from neighbors, leading to irritability, poor concentration, and daytime lethargy.” (S7)</p> <p>“A tenant in an old neighborhood, plagued by unrepaired wall cracks and water damage during the rainy season that ruined furniture, suffers from insomnia and irritability due to ongoing safety concerns.” (S8)</p> <p>“The rental community lacks an access control system, with three burglaries in six months causing tenants' persistent insecurity (e.g., repeatedly checking doors/windows, nighttime awakenings), reducing work efficiency due to "home safety concerns" and a GAD-7 score of 12 (mild anxiety).” (S10)</p>
Housing conditions	<p>“Housing affects my life satisfaction. It relates to comfort, quality, safety, stability, mental health, and social interaction.” (S6)</p>

Scope	Original Utterance (Descriptive Discourse)
affect life satisfaction	<p>“Safe, stable, comfortable, and convenient housing (short commute, good facilities) directly meets basic needs, enhances convenience, fosters control, belonging, and positive life evaluation, significantly boosting overall satisfaction.” (S5)</p> <p>“Excessive rent, faulty facilities (e.g., water/power outages), and safety hazards threaten basic survival needs, causing economic anxiety, helplessness, and chronic stress, severely reducing life satisfaction.” (S7)</p> <p>“Resident groups exclude renters, and children from renting families are assigned to inferior schools, fostering a "second-class citizen" mentality and structurally lowering life satisfaction.” (S9)</p> <p>“Tenants in gated communities score 42 points lower in nighttime safety perception than those in regulated communities, with 37% experiencing sleep disorders due to "home safety concerns," leading to decreased life satisfaction.” (S10)</p>
Housing conditions affect job performance	<p>“Old community pipes clog twice monthly, forcing tenants (Laishan teachers) to take leave for repairs, disrupting lesson prep and hurting year-end evaluations.” (S1)</p> <p>“The auditor commutes 2 hours one way, gets up at 5:30 daily to squeeze onto the subway, spaces out in frequent afternoon meetings, and gets warned for data errors.” (S3)</p> <p>“An HR professional gave up her MBA to afford expensive school district rent, only to be surpassed in promotions by juniors three years later.” (S4)</p> <p>“Long-term sleep deprivation due to street noise causes daytime fatigue, slow reactions, and reduced work efficiency.” (S5)</p> <p>“Moving drains my physically (packing/lifting) and mentally (house-hunting stress), causing "presenteeism" at work—even missing client emails.” (S6)</p>
Job Attributes	<p>“Programmers, designers, and other remote workers demand high network stability and private workspaces.” (S1)</p> <p>“Remote workers are more affected by housing noise, space, and internet conditions, while on-site workers rely more on commuting convenience.” (S5)</p> <p>“Remote or flexible workers can adjust schedules to avoid housing issues, such as bypassing morning rush hours.” (S6)</p>
Individual Psychological Resources	<p>“Resilient tenants actively adapt to housing flaws (e.g., buying soundproofing materials), while sensitive ones easily fall into a "housing-work" negative cycle.” (S1)</p> <p>“A designer, after losing drafts to frequent power outages in an old neighborhood, developed a "residence curse" bias—believing they were doomed to misfortune—leading to missed innovations in three subsequent projects due to excessive caution.” (S3)</p> <p>“People with strong stress resistance tolerate short-term housing hardships better without affecting work.” (S5)</p> <p>“People with high mental resilience can mitigate housing issues' negative effects through cognitive reframing (e.g., viewing noise as "white noise") or proactive measures (e.g., wearing earplugs).” (S6)</p>
Social Support	<p>“Tenants with local family support experience 73% lower income loss from housing issues on average.” (S2)</p> <p>“A single mother renting alone, with her parents commuting daily to help with childcare during a leak, could focus on her work crisis.” (S4)</p> <p>“Emergency aid (e.g., staying with relatives/friends or help with moving) can mitigate the impact of housing crises (e.g., forced relocation) on work.” (S5)</p>

Scope	Original Utterance (Descriptive Discourse)
	“Tenants with family or friend support can ease housing crises through temporary stays or moving help, minimizing work disruptions.” (S6)
Financial Resilience	<p>“When housing repair costs exceed 30% of monthly income, low-income workers face a sharply higher risk of job collapse.” (S2)</p> <p>“A white-collar worker with savings quickly rented a new place without work disruption, while a paycheck-to-paycheck had to stay in an internet cafe and failed their assessment due to house-hunting leave—both faced sudden lease terminations.” (S3)</p> <p>“A couple renting an old walk-up apartment had to move urgently due to the wife's premature labor, but thanks to their six-month rent reserve, they quickly relocated to an elevator building without disrupting the husband's work.” (S4)</p> <p>“High earners can buffer housing issues by "spending to solve" (e.g., moving, hiring cleaners, commuting by taxi), while low-income individuals are more prone to vicious cycles.” (S5)</p>
Geo-Cultural Factors	<p>“An inland accountant working in Yantai was fired for frequent sick leaves due to vomiting caused by a fishy smell in her rental.” (S2)</p> <p>“The emphasis on residential comfort in a culture affects perceived stress intensity.” (S10)</p>
Housing conditions affect job performance by influencing emotional well-being	<p>“Tenants (customer service agents) in the roadside apartments of the development zone take sleep aids due to nighttime truck noise, leading to daytime irritability from side effects and complaints about poor service attitude.” (S1)</p> <p>“A programmer developed depression and had to leave work due to insomnia caused by nighttime construction noise for six months.” (S3)</p> <p>“Anxious tenants avoid challenging tasks to prevent potential failure.” (S4)</p> <p>“A nurse, frustrated by unresolved noise complaints, repeatedly lashed out at patients.” (S7)</p>
Housing conditions affect job performance by influencing life satisfaction	<p>“Choosing a remote, rundown home to save rent leads to exhausting commutes, repair disputes, declining work efficiency, stagnant income, unaffordable housing upgrades, plummeting satisfaction, and increasing job errors further reducing earnings.” (S3)</p> <p>“Tenants spending over 35% of income on rent → reduced social/learning expenses → "working just to pay rent" mindset → annual KPI completion dropped from 85% to 62%.” (S6)</p>
Development of quality standards for rental housing	<p>“Introduce a "Healthy Housing Certification" (meeting standards for damp-proofing, heating, and soundproofing), with certified properties eligible for tax cuts or renovation subsidies.” (S1)</p> <p>“The "Rental Housing Health White Paper" establishes mandatory parameters for soundproofing, mold prevention, and ventilation.” (S3)</p>
Rental subsidies, sheltered housing supply	<p>“Yantai offers monthly rental subsidies (¥300 for undergraduates, ¥500 for postgraduates) to newly employed university graduates.” (S1)</p> <p>“The Finance Ministry allows special bonds to purchase unsold homes for conversion into affordable housing, easing developers' financial pressure and boosting affordable housing supply.” (S2)</p> <p>“Tax breaks for companies providing staff housing, with apartments offsetting land value-added tax.” (S3)</p> <p>“Increasing affordable housing (e.g., youth apartments, job-housing projects) directly reduces rent burdens for specific groups.” (S4)</p> <p>“Expand tax deductions to include transit/taxi fares as housing-related expenses.” (S5)</p>

Scope	Original Utterance (Descriptive Discourse)
Rental legislation, regulation, contract standardization	<p>“After promoting standardized contracts in Yantai in 2023, tenant complaints dropped by 40%.” (S1)</p> <p>“Mandatory rent deposits are held in third-party bank escrow and automatically refunded within 7 days if breached.” (S3)</p> <p>“Implement rent control and lease stability policies to prevent arbitrary rent hikes or unilateral lease terminations by landlords, reducing tenant uncertainty.” (S4)</p> <p>“Establish a "landlord credit" system, incorporating delayed repairs and arbitrary rent hikes into the credit reporting.” (S6)</p>
Older housing districts Renovation and upgrading	<p>“The government collaborates with enterprises on "community micro-renewal" to install elevators, upgrade pipelines, and add public spaces, enhancing living convenience.” (S3)</p> <p>“The renovation policy for old neighborhoods (e.g., adding elevators, updating pipelines) enhances living convenience.” (S4)</p> <p>“Offer tax breaks to landlords renovating old, substandard homes (e.g., installing soundproof windows or mold-proof systems) to improve basic quality.” (S5)</p>
Community service upgrading	<p>“Community repair stations: 24-hour emergency service points on every street offering affordable services (e.g., unclogging drains for ¥80/session, 30% below market rate).” (S1)</p> <p>“Establish "Community Housing Stewards" to offer one-stop services including rental consultation, contract review, and dispute mediation.” (S4)</p> <p>“Implement a "housing-employment linkage support" program offering low-income tenants combined vocational training and housing subsidies.” (S8)</p>
Mental health and legal support	<p>“Free counseling for tenants with housing-related stress, focusing on dampness-induced seasonal low mood.” (S1)</p> <p>“Partner with local counseling offices to offer two free sessions for emotional breakdowns caused by housing issues.” (S2)</p> <p>“Launch a housing hotline offering free counseling for tenants facing malicious landlord breaches.” (S3)</p> <p>“The community embeds counseling rooms offering housing anxiety support and "emotional first-aid kits.” (S4)</p> <p>“The community hospital launched a counseling hotline for housing stress to enable early intervention in emotional issues.” (S5)</p>
Equal rights for renters and purchasers	<p>“Ensure tenants' children enjoy equal rights as homeowners in nearby school enrollment and medical insurance reimbursement.” (S4)</p>
Building a platform for leasing regulation, housing leasing services	<p>“Establish a government-regulated rental platform integrating online signing, repair requests, and reviews to eliminate fake listings.” (S4)</p> <p>“Establish a national landlord/tenant credit platform tracking key metrics like deposit returns and maintenance responsiveness.” (S3)</p> <p>“Establish an official rental platform to integrate online contract filing, deposit supervision, and credit evaluation into a seamless process.” (S5)</p> <p>“Establish a national unified rental information system where the government verifies data, landlords register properties, and agents complete contracts through the system.” (S6)</p>
Consider microclimatic differences	<p>“Incorporate "microclimate zones" (e.g., within 500m of coast, mountainous areas, inland plains) into surveys to refine housing condition evaluation criteria.” (S1)</p>
Conduct longitudinal	<p>“Compare the direct effects of improved housing conditions by analyzing pre- and post-relocation work data (e.g., KPIs, attendance) of the same tenants.” (S1)</p>

Scope	Original Utterance (Descriptive Discourse)
tracking and comparative experiments	<p>“Track subsequent impacts of the same housing event to capture the dynamic transmission rhythm of mediating effects.” (S2)</p> <p>“Housing issues impact work performance with a lag, e.g., anxiety from sudden rent hikes may reduce productivity after 2-3 months, suggesting longitudinal studies (e.g., quarterly follow-ups).” (S5)</p> <p>“Most existing cases are cross-sectional; adding time-series data on "housing changes → mood → work performance" (e.g., tracking Tenant A's mood scores and weekly error rates for 3 months after upgrading from poor to good housing) would validate mediation effect timelines.” (S6)</p> <p>“Recommend tracking the "housing improvement-productivity return" cycle.” (S7)</p> <p>“It is recommended to collect data at three stages—before move-in, three months after, and one year after—to observe the lagged effects of housing conditions on mood and work performance.” (S10)</p>
Consider family life-cycle buffering	<p>“Include household structure variables (co-residing with young children/elderly) in the model.” (S2)</p> <p>“The study suggests introducing a "life cycle stage" variable to analyze varying housing needs and career impacts across stages like single, parenting, and retirement.” (S4)</p>
Consider generational differences	<p>"Track 'housing intergenerational transfer': migrant parents save on rent to fund children's education, who then spend 50% of their white-collar salary on rent, squeezing grandchildren's education funds." (S3)</p> <p>“Study generational subgroups to analyze policy incentives' leverage on housing decisions, enabling targeted interventions.” (S4)</p> <p>“Analyzing "intergenerational housing pressure transfer," such as renting subpar homes for children's schooling while parents endure 2-hour commutes → family decision-making drains overall work efficiency.” (S7)</p>
Consider cultural and geographic differences	<p>“It is suggested to add a "face culture" dimension to measure how Chinese tenants' psychological resistance to shared rentals may amplify the negative effects of crowded living.” (S7)</p> <p>“Consider adding a "First-tier vs New First-tier cities" control group to account for regional differences.” (S8)</p> <p>“Compare the intermediary effects between first-tier cities (e.g., Beijing, high rents + short leases) and second-tier cities (e.g., Chengdu, lower rent pressure).” (S10)</p>

Source: Researcher (2025).

4.4.3 Axial Coding

Axial coding creates links between the concepts/issues extracted by open coding, categorizing them for extraction and placing them in more integrated categories (Lim, 2024). According to the purpose of this study, the researcher categorized these concepts/issues into three categories: housing condition dimensions, problems in China's housing rental market, and the relationship between the four research variables. The results of the categorization are shown in Table 4.22.

Table 4.22*Axial Coding*

Axial Coding Category	Subcategory (Open Coding)	Original Utterance (Example)
Dimensions of housing conditions	Accessibility to basic needs	<p>“Easy commute, close to workplaces or main roads.” (S1)</p> <p>“Commute convenience (distance to core business/work areas).” (S4)</p> <p>“Close to subway/bus stations with convenient access to workplaces and key areas (malls, hospitals, etc.).” (S5)</p> <p>“Supermarkets, markets, pharmacies, and restaurants are within a 10-minute walk, meeting daily needs.” (S6)</p> <p>“Close to public transit (subway, bus) or within an acceptable commute to work/school.” (S7)</p>
	Housing quality	<p>“The completeness and reliability of basic living facilities, such as water, electricity, gas, bathroom, kitchen, and internet.” (S3)</p> <p>“Basic living facilities are complete (stable utilities, internet, and functional appliances).” (S4)</p> <p>“Private bathroom, functional kitchen, washer, water heater, AC, fridge, and stable broadband (essential for work).” (S5)</p> <p>“Good sound insulation indoors prevents neighborhood disturbances.” (S8)</p> <p>“Basic sanitation facilities (private bathroom > shared).” (S9)</p>
	Community and Neighborhood Conditions	<p>“The community is friendly with few neighborhood conflicts.” (S7)</p> <p>“Community public health (waste disposal/pest control)” (S9)</p> <p>“The standardization of community management services such as waste disposal and green maintenance.” (S10)</p>
	Rental Price	<p>“A reasonable rent should match the size, location, condition, and facilities of the property.” (S1)</p> <p>“Fair rent: the price matches the size, location, decoration, and facilities of the house.” (S2)</p> <p>“I personally find rent up to 35% of post-tax income comfortable, but exceeding 40% causes significant stress.” (S5)</p> <p>“The rent matches the property's condition and location within the tenant's budget.” (S7)</p>
	Landlord-tenant relationship	<p>“Follow the contract: handle deposit returns and payments as agreed, no disputes.” (S2)</p> <p>“A reasonable and communicative landlord makes for a much better living experience.” (S3)</p> <p>“Landlord reliability: no arbitrary breaches (e.g., early termination) or malicious deposit deductions.” (S10)</p>
How housing conditions affect tenants' living and working.	Time and Energy Allocation → Impact on working status	<p>“Long commutes cause work fatigue, reduce efficiency, and increase late-night return risks.” (S2)</p> <p>“Poor transport (long distance, few buses, congestion) significantly lengthens commutes.” (S3)</p>

Axial Coding Category	Subcategory (Open Coding)	Original Utterance (Example)
		<p>“Long commutes may limit tenants' ability to accept overtime, flexible work, or urgent tasks, even affecting job choices.” (S7)</p> <p>“Commute fatigue reduces post-work resilience.” (S10)</p>
	Quality of Life	<p>“Insufficient storage leads to clutter, reduced efficiency, and anxiety.” (S2)</p> <p>“Poor sound insulation is the top killer of life quality.” (S3)</p> <p>“I once rented a place an hour from work, with 6:30 AM bus rides and 8 PM returns, leaving weekdays just for work and sleep and weekends for catching up on lost sleep, leaving no time for social life.” (S6)</p>
	Physical and Mental Health → Impact on working status	<p>“Damp, poorly ventilated areas breed mold and mites, triggering or worsening respiratory issues (e.g., asthma, allergies), skin conditions, and joint problems.” (S3)</p> <p>“Lack of control (e.g., landlords entering freely or delayed repairs) causes feelings of powerlessness, frustration, and even damaged self-esteem.” (S5)</p> <p>“Living in a north-facing bedroom for half a year with almost no sunlight in winter, the constant darkness after work made me feel depressed and even suspect I had seasonal affective disorder.” (S6)</p>
Relationships among variables	Housing conditions affect emotional well-being	<p>“A tenant sent me moldy room photos with the caption "Coming home feels like entering a prison," while frequently posting depressive updates on social media.” (S2)</p> <p>“A friend living in an old street-side house suffers from chronic sleep deprivation, becoming irritable and distracted, complaining that "going home is more exhausting than work.”” (S5)</p> <p>“Tenants suffer from chronic sleep deprivation and neurasthenia due to frequent noise (footsteps, voices, plumbing) from neighbors, leading to irritability, poor concentration, and daytime lethargy.” (S7)</p>
	Housing conditions affect life satisfaction	<p>“Housing affects my life satisfaction. It relates to comfort, quality, safety, stability, mental health, and social interaction.” (S6)</p> <p>“Excessive rent, faulty facilities (e.g., water/power outages), and safety hazards threaten basic survival needs, causing economic anxiety, helplessness, and chronic stress, severely reducing life satisfaction.” (S7)</p> <p>“Resident groups exclude renters, and children from renting families are assigned to inferior schools, fostering a "second-class citizen" mentality and structurally lowering life satisfaction.” (S9)</p>
	Housing conditions affect job performance	<p>“The auditor commutes 2 hours one way, gets up at 5:30 daily to squeeze onto the subway, spaces out in frequent afternoon meetings, and gets warned for data errors.” (S3)</p> <p>“Long-term sleep deprivation due to street noise causes daytime fatigue, slow reactions, and reduced work efficiency.” (S5)</p>

Axial Coding Category	Subcategory (Open Coding)	Original Utterance (Example)
		“Moving drains my physically (packing/lifting) and mentally (house-hunting stress), causing "presenteeism" at work—even missing client emails.” (S6)
	Housing conditions affect job performance by influencing emotional well-being	“A programmer developed depression and had to leave work due to insomnia caused by nighttime construction noise for six months.” (S3) “Anxious tenants avoid challenging tasks to prevent potential failure.” (S4) “A nurse, frustrated by unresolved noise complaints, repeatedly lashed out at patients.” (S7)
	Housing conditions affect job performance by influencing life satisfaction	“Choosing a remote, rundown home to save rent leads to exhausting commutes, repair disputes, declining work efficiency, stagnant income, unaffordable housing upgrades, plummeting satisfaction, and increasing job errors further reducing earnings.” (S3) “Tenants spending over 35% of income on rent → reduced social/learning expenses → "working just to pay rent" mindset → annual KPI completion dropped from 85% to 62%.” (S6)
Other factors moderating the relationship between housing conditions and job performance.	Job Attributes	“Programmers, designers, and other remote workers demand high network stability and private workspaces.” (S1) “Remote or flexible workers can adjust schedules to avoid housing issues, such as bypassing morning rush hours.” (S6)
	Individual Psychological Resources	“Resilient tenants actively adapt to housing flaws (e.g., buying soundproofing materials), while sensitive ones easily fall into a "housing-work" negative cycle.” (S1) “People with strong stress resistance tolerate short-term housing hardships better without affecting work.” (S5) “People with high mental resilience can mitigate housing issues' negative effects through cognitive reframing (e.g., viewing noise as "white noise") or proactive measures (e.g., wearing earplugs).” (S6)
	Social Support	“Tenants with local family support experience 73% lower income loss from housing issues on average.” (S2) “A single mother renting alone, with her parents commuting daily to help with childcare during a leak, could focus on her work crisis.” (S4)
	Financial Resilience	“When housing repair costs exceed 30% of monthly income, low-income workers face a sharply higher risk of job collapse.” (S2) “A couple renting an old walk-up apartment had to move urgently due to the wife's premature labor, but thanks to their six-month rent reserve, they quickly relocated to an elevator building without disrupting the husband's work.” (S4)
	Geo-Cultural Factors	“An inland accountant working in Yantai was fired for frequent sick leaves due to vomiting caused by a fishy smell in her rental.” (S2) “The emphasis on residential comfort in a culture affects perceived stress intensity.” (S10)

Axial Coding Category	Subcategory (Open Coding)	Original Utterance (Example)
How should stakeholders act to foster a healthier rental market?	Development of quality standards for rental housing	<p>“Introduce a "Healthy Housing Certification" (meeting standards for damp-proofing, heating, and soundproofing), with certified properties eligible for tax cuts or renovation subsidies.” (S1)</p> <p>“The "Rental Housing Health White Paper" establishes mandatory parameters for soundproofing, mold prevention, and ventilation.” (S3)</p>
	Rental subsidies, sheltered housing supply	<p>“Tax breaks for companies providing staff housing, with apartments offsetting land value-added tax.” (S3)</p> <p>“Increasing affordable housing (e.g., youth apartments, job-housing projects) directly reduces rent burdens for specific groups.” (S4)</p> <p>“Expand tax deductions to include transit/taxi fares as housing-related expenses.” (S5)</p>
	Rental legislation, regulation, contract standardization	<p>“After promoting standardized contracts in Yantai in 2023, tenant complaints dropped by 40%.” (S1)</p> <p>“Mandatory rent deposits are held in third-party bank escrow and automatically refunded within 7 days if breached.” (S3)</p> <p>“Establish a "landlord credit" system, incorporating delayed repairs and arbitrary rent hikes into the credit reporting.” (S6)</p>
	Older housing districts Renovation and upgrading	<p>“The renovation policy for old neighborhoods (e.g., adding elevators, updating pipelines) enhances living convenience.” (S4)</p> <p>“Offer tax breaks to landlords renovating old, substandard homes (e.g., installing soundproof windows or mold-proof systems) to improve basic quality.” (S5)</p>
	Community service upgrading	<p>“Establish "Community Housing Stewards" to offer one-stop services including rental consultation, contract review, and dispute mediation.” (S4)</p> <p>“Implement a "housing-employment linkage support" program offering low-income tenants combined vocational training and housing subsidies.” (S8)</p>
	Mental health and legal support	<p>“Partner with local counseling offices to offer two free sessions for emotional breakdowns caused by housing issues.” (S2)</p> <p>“Launch a housing hotline offering free counseling for tenants facing malicious landlord breaches.” (S3)</p> <p>“The community embeds counseling rooms offering housing anxiety support and "emotional first-aid kits.” (S4)</p>
	Equal rights for renters and purchasers	<p>“Ensure tenants' children enjoy equal rights as homeowners in nearby school enrollment and medical insurance reimbursement.” (S4)</p>
	Building a platform for leasing regulation, housing leasing services	<p>“Establish a national landlord/tenant credit platform tracking key metrics like deposit returns and maintenance responsiveness.” (S3)</p> <p>“Establish a government-regulated rental platform integrating online signing, repair requests, and reviews to eliminate fake listings.” (S4)</p>
	Consider microclimatic differences	<p>“Incorporate "microclimate zones" (e.g., within 500m of coast, mountainous areas, inland plains) into surveys to refine housing condition evaluation criteria.” (S1)</p>

Axial Coding Category	Subcategory (Open Coding)	Original Utterance (Example)
Recommendations for improving this study	Conduct longitudinal tracking and comparative experiments	“Track subsequent impacts of the same housing event to capture the dynamic transmission rhythm of mediating effects.” (S2) “Recommend tracking the "housing improvement-productivity return" cycle.” (S7) “It is recommended to collect data at three stages—before move-in, three months after, and one year after—to observe the lagged effects of housing conditions on mood and work performance.” (S10)
	Consider family life-cycle buffering	“Include household structure variables (co-residing with young children/elderly) in the model.” (S2) “The study suggests introducing a "life cycle stage" variable to analyze varying housing needs and career impacts across stages like single, parenting, and retirement.” (S4)
	Consider generational differences	“Study generational subgroups to analyze policy incentives' leverage on housing decisions, enabling targeted interventions.” (S4) “Analyzing "intergenerational housing pressure transfer," such as renting subpar homes for children's schooling while parents endure 2-hour commutes → family decision-making drains overall work efficiency.” (S7)
	Consider cultural and geographic differences	“Consider adding a "First-tier vs New First-tier cities" control group to account for regional differences.” (S8) “Compare the intermediary effects between first-tier cities (e.g., Beijing, high rents + short leases) and second-tier cities (e.g., Chengdu, lower rent pressure).” (S10)

Source: Researcher (2025).

4.4.4 Selective Coding

Selective coding clusters these categories around a central theme that establishes the core of emergent theory (Lim, 2024). The main focus of this study is the relationship between housing conditions, life, well-being and work of residents in China's housing rental market, therefore the final core category was determined as: Residents' work, life, and well-being in China's housing rental market. Selective coding is shown in Table 4.23.

Table 4.23*Selective Coding*

Core Category	Axial Coding Category	Key Insight
Residents' work, life, and well-being in China's housing rental market.	Dimensions of housing conditions	Key concerns about housing conditions among residents of China's housing rental market include accessibility to basic needs, housing quality, community and neighborhood conditions, and rental price.
	How housing conditions affect tenants' living and working.	The interviews provided insights into how housing conditions affect quality of life and job performance by influencing physical and mental health.
	Relationships among variables	It is clear from the interviews that there are direct and indirect relationships between the four variables.
	Other factors moderating the relationship between housing conditions and job performance.	In addition to the two mediating variables in this study, there may be other factors that mediate the relationship between housing conditions and job performance, such as job attributes, personal psychological resources, and social support.
	How should stakeholders act to foster a healthier rental market?	Stakeholders can improve China's housing rental market by strengthening monitoring, providing tax incentives and financial support to expand the supply of public rental housing, and constructing a national rental information platform to enhance housing conditions and support tenants' well-being?
	Recommendations for improving this study	Future research on the relationship between housing conditions and job performance could consider additional factors, and time-tracking studies could be conducted.

Source: Researcher (2025).

The results of the three-step coding of interview data from qualitative research reveal that qualitative data provide rich contextual explanations for structural equation modeling results. Crucially, stakeholders' narratives substantiate the dominant mediating role of emotional well-being (EWB) identified quantitatively ($\beta = 0.476$, $p < 0.001$ for $HC \rightarrow EWB$; significant indirect effect $HC \rightarrow EWB \rightarrow JP$: 0.158^{***}). Interviewees consistently described pathways where poor housing conditions (e.g., noise-induced chronic sleep deprivation, dampness-related respiratory issues, safety concerns from burglaries, or landlord arbitrariness) directly eroded mental health. This manifested as anxiety, irritability,

depression, and reduced cognitive resilience, which subsequently impaired job performance through presenteeism, errors, reduced concentration, or avoidance of challenging tasks (e.g., S3's programmer quitting due to construction-noise-induced insomnia, S7's nurse lashing out at patients). This mechanism was more immediately observable and impactful than the life satisfaction (LS) pathway, explaining the quantitative finding of EWB's stronger mediation.

Conversely, the non-significant mediating role of life satisfaction (LS) in the HC → LS → JP path ($\beta = 0.036$, $p=0.612$ for LS → JP; indirect effect 0.029, $p=0.693$) finds resonance in the qualitative accounts. While housing conditions profoundly affected LS (HC → LS: $\beta=0.813^{***}$), its translation into JP was often indirect, filtered through EWB or other constraints. Stakeholders highlighted how structural factors beyond the immediate dwelling – such as discriminatory policies assigning renter's children to inferior schools (S9), societal perceptions fostering a "second-class citizen" mentality, or the sheer time/energy drain of long commutes (S6's "work-sleep cycle") – lowered overall life evaluation without necessarily creating the acute emotional distress that directly hampered daily work output. LS acted more as a background evaluative state, while EWB represented the proximate emotional and cognitive resource pool critical for task performance.

Furthermore, qualitative research demonstrated that HC had a significant direct impact on JP, which was confirmed by quantitative research ($\beta = 0.284$, $p = 0.015$). Stakeholders detailed direct logistical and physical impacts bypassing psychological mediators: time/energy depletion from exhausting commutes limiting overtime capacity or job choices (S7, S9); physical health issues like respiratory ailments from dampness/mold (S3) directly causing absenteeism; and disruptions from urgent moves or repairs (S1's teacher missing work for pipe fixes, S6's "presenteeism" during moves). These accounts confirm that housing conditions exert a direct, practical burden on work capacity. The interviews also revealed critical moderators (e.g., job attributes like remote work flexibility (S5, S6), individual resilience (S1, S6), social/financial support (S4, S5)) explaining variance in the HC-JP relationship not fully captured in the base quantitative model, providing nuance to the direct and indirect pathways.

4.5 Integration of Quantitative and Qualitative Research Results

Through the analysis of both quantitative and qualitative data presented above, we can discern direct or indirect relationships among the four research variables: housing conditions, life satisfaction, emotional well-being, and job performance. These two approaches have mutually validated the validity of the eight hypotheses proposed in this study.

(1) Hypothesis 1: Housing conditions affect the life satisfaction of the residents of rental housing in China. The quantitative research supports this hypothesis ($\beta=.813$, standardized coefficient=.598, $P<0.001$). This is in line with interviewee no. 6, who said “Housing affects my life satisfaction. It relates to comfort, quality, safety, stability, mental health, and social interaction.”, and interviewee no. 9, who said “Resident groups exclude renters, and children from renting families are assigned to inferior schools, fostering a "second-class citizen" mentality and structurally lowering life satisfaction.”

(2) Hypothesis 2: Life satisfaction influences the job performance of the residents of rental housing in China. The structural equation modeling (SEM) analysis of quantitative data indicates an unclear and insignificant direct relationship between life satisfaction and job performance ($\beta=.036$, standardized coefficient=.047, $P=.612$). This is confirmed with interviewee no. 6, who said “The relationship between job performance and life satisfaction is indirect and may be influenced by a number of factors simultaneously, such as social support and financial resilience.”, and interviewee no. 7, who said “People with low life satisfaction do not necessarily exhibit low job performance, and some even work harder for a change, resulting in higher job performance.”

(3) Hypothesis 3: Housing conditions affect the emotional well-being of the residents of rental housing in China. The SEM analysis of quantitative data confirms this hypothesis ($\beta=.476$, standardized coefficient=.447, $P<0.001$), which is echoed by the qualitative insights from interviews. For example, interviewee no.2 said “A tenant sent me moldy room photos with the caption "Coming home feels like entering a prison," while frequently posting depressive updates on social media.”, and interviewee no.7 said “Tenants suffer from chronic sleep deprivation and neurasthenia due to frequent noise (footsteps, voices, plumbing) from neighbors, leading to irritability, poor concentration, and

daytime lethargy.” Meanwhile, Interviewee No. 5, No. 8, and No. 10 expressed similar opinions.

(4) Hypothesis 4: Emotional well-being influences the job performance of the residents of rental housing in China. The quantitative SEM analysis validates this hypothesis ($\beta=.333$, standardized coefficient=.342, $P<0.001$). This is correspondent with interviewee No.5, who said “Emotional well-being affects work performance by boosting efficiency, fostering innovation, enhancing teamwork, improving job satisfaction and loyalty, and strengthening resilience.”, and interviewee No.7 who said “Emotional well-being impacts work status & performance. Good well-being boosts efficiency, creativity, teamwork, & loyalty, enhancing performance. Individual differences, short-term effects, & work environments may affect this relationship.”

(5) Hypothesis 5: Emotional well-being has a direct effect on the life satisfaction of the residents of rental housing in China. The quantitative SEM analysis establishes this relationship ($\beta=.397$, standardized coefficient=.311, $P<0.001$), which is in line with interviewee No. 6, who said “Emotional well-being and life satisfaction influence each other. Good emotions boost life satisfaction, which in turn promotes emotional stability and positivity.”, and interviewee No.8, who said “I think emotional well-being significantly impacts life satisfaction. Good emotions not only boost personal happiness but also positively affect all aspects of life, including work performance.”

(6) Hypothesis 6: Housing conditions affect the job performance of the residents of rental housing in China. The quantitative SEM analysis results support this hypothesis ($\beta=.284$, standardized coefficient=.274, $P=.005$), which is corroborated by interviewee No.5, who said “Long-term sleep deprivation due to street noise causes daytime fatigue, slow reactions, and reduced work efficiency.”, and interviewee No.6, who said “Moving drains my physically (packing/lifting) and mentally (house-hunting stress), causing "presenteeism" at work—even missing client emails.”

(7) Hypothesis 7: Life satisfaction mediates the relationship between housing conditions and job performance of the residents of rental housing in China. The results of the mediation effect analysis of quantitative data did not support this hypothesis ($\beta=.029$, $P=.693$). The interview results of the qualitative study also indicate that life satisfaction

does not necessarily mediate the relationship between housing conditions and work performance. For example, interviewee No. 5 said “Commuting is a major variable, as long distances (e.g., over 1.5 hours each way) consume 3+ hours daily, directly cutting into time for sleep, study, fitness, socializing, or chores.”

(8) Hypothesis 8: Emotional well-being mediates the relationship between housing conditions and job performance of the residents of rental housing in China. The quantitative SEM analysis demonstrates that emotional well-being mediates the relationship between housing conditions and job performance. It is confirmed by interviewee No.1, who said “Tenants (customer service agents) in the roadside apartments of the development zone take sleep aids due to nighttime truck noise, leading to daytime irritability from side effects and complaints about poor service attitude.”, and interviewee No.3, who said “A programmer developed depression and had to leave work due to insomnia caused by nighttime construction noise for six months.”

4.6 Conclusion

In this chapter, the quantitative research section conducted a quantitative analysis of the questionnaire survey data, and the qualitative research section coded, organized, and analyzed the data collected from semi-structured interviews. The quantitative analysis first conducted descriptive statistical analysis using metrics such as mean and standard deviation on 400 sample datasets. Subsequently, structural equation modeling was employed to analyze the relationships between variables and mediating effects. The analysis results indicated that the data passed confirmatory factor analysis (CFA), and a structural equation model was constructed using AMOS software. The structural fit indices met the requirements for validating the hypotheses. The research findings show that housing conditions have a significant direct positive impact on life satisfaction, emotional well-being, and job performance. Emotional well-being plays a significant mediating role in the relationship between housing conditions and job performance, while the mediating effect on life satisfaction is not significant. The qualitative research validated the quantitative results and provided deeper insights.

CHAPTER 5

RESEARCH CONCLUSION, DISCUSSION AND RECOMMENDATION

Based on the in-depth exploration of the intricate relationships between housing conditions, life satisfaction, emotional well-being, and job performance of residents in China's housing rental market, this chapter synthesizes the key findings from both quantitative and qualitative research presented in Chapter 4, distills the core conclusions of the study, and further delves into the underlying implications of these conclusions for both theory and practice. Finally, based on the research findings, targeted recommendations are proposed, aimed at enhancing residents' emotional well-being through improved housing conditions, thereby improving overall job performance and promoting the healthy development of China's rental housing market alongside social harmony and stability. This chapter is organized into the following four sections:

- 5.1 Research Conclusion
- 5.2 Discussion
- 5.3 Recommendation
- 5.4 Limitations and Future Research

5.1 Research Conclusion

This study employed a mixed-methods approach (quantitative survey and qualitative interviews) to investigate the complex relationships between housing conditions (HC), life satisfaction (LS), emotional well-being (EWB), and job performance (JP) within China's urban rental housing market. The quantitative phase (N=400 valid responses) utilized structural equation modeling (SEM) to test hypothesized pathways, while the qualitative phase engaged key stakeholders (landlords, agents, tenants, officials, specialists) to provide contextual depth and validation. This section synthesizes the core findings and their broader implications.

5.1.1 Synthesis of Quantitative Findings

The quantitative analysis robustly confirms the central role of housing conditions in shaping the well-being and productivity of rental residents in China. Crucially, HC exerts a significant direct positive influence on JP. This underscores that the quality of the living environment itself is a tangible factor impacting work outcomes, likely by reducing environmental stressors and distractions, thereby freeing cognitive resources for work tasks.

More importantly, the findings reveal a powerful indirect pathway: HC significantly enhances JP primarily through its positive effect on Emotional Well-Being (EWB). Improvements in housing conditions lead to better emotional states, which in turn demonstrably boost job performance. This highlights EWB as the critical psychological mechanism linking the physical home environment to workplace effectiveness. The direct effect of HC on Life Satisfaction (LS) was also strongly confirmed, reinforcing the fundamental link between dwelling quality and overall life evaluation.

However, the hypothesized mediating role of Life Satisfaction (LS) in the relationship between HC and JP was not supported. While LS is positively influenced by HC, its direct link to JP was statistically non-significant within the full model. Furthermore, the serial mediation path (HC → EWB → LS → JP) was negligible. This suggests that while housing impacts overall life satisfaction, and emotional state influences life satisfaction, the chain effect translating HC through EWB and then LS to improved JP is not a dominant pathway. The direct effect of EWB on JP, however, remained substantial and significant.

In essence, the quantitative results emphasize a dual impact of housing conditions: a direct effect on job performance and a stronger indirect effect mediated primarily through enhanced emotional well-being. Life satisfaction, while an important outcome of HC, does not appear to be a primary conduit to improved JP in this context.

5.1.2 Synthesis of Qualitative Insights and Practical Implications

The qualitative interviews corroborated and enriched the quantitative findings while providing crucial stakeholder perspectives on priorities and solutions.

1. Defining Housing Conditions: Stakeholders consistently identified four interconnected dimensions as paramount for assessing housing conditions: (1) Accessibility

to Basic Needs (proximity to transit, markets, healthcare, schools); (2) Housing Quality (size, condition, appliances, ventilation, facilities); (3) Community & Neighborhood Conditions (safety, management, amenities, environment, noise); and (4) Rental Price. This multidimensional view validates the comprehensiveness of the HC construct used in this study and highlights the practical factors influencing tenant choices and experiences.

2. Validating Variable Relationships: Interviews strongly affirmed the core relationships identified quantitatively:

HC directly and positively impacts both LS and EWB.

EWB directly and positively impacts both LS and JP.

HC directly and indirectly (via EWB) impacts JP.

Stakeholders offered nuanced perspectives on the non-significant LS → JP link observed quantitatively. They suggested the relationship is often indirect, potentially masked by other factors (e.g., individual motivation, economic pressures, job characteristics), variable in direction (high LS could sometimes reduce work focus, while low LS could sometimes motivate), and likely operating over longer timeframes than captured in a snapshot survey.

3. Pathways to a Healthier Rental Market: Stakeholders emphasized the need for collaborative action:

Government: Should enforce regulations, standardize contracts, establish rental housing quality certifications, provide financial incentives for upgrading older stock, utilize tax policies to encourage quality supply, and develop authoritative national/regional rental platforms.

Landlords: Must prioritize housing quality and maintenance, offer responsive and quality service, adhere strictly to lease agreements, and demonstrate flexibility and care towards tenants.

Intermediaries (Agents): Need to rigorously vet and transparently list properties, leverage technology to enhance service, adhere to strong self-regulation, and ensure staff compliance and competence.

Communities: Should strive to integrate renters, ensuring equitable access to services and rights compared to owners, and provide accessible mental health and legal support resources.

5.2 Discussion

5.2.1 Discussion on Findings Relative to Research Questions

The integrated quantitative and qualitative analyses presented in Chapter 4 elucidate the direct and indirect relationships among the four core variables: housing conditions (HC), life satisfaction (LS), emotional well-being (EWB), and job performance (JP). The findings demonstrate that HC exerts a significant direct influence on both mediator variables (LS and EWB) and the dependent variable (JP). Crucially, EWB plays a significant mediating role between HC and JP, whereas the mediating effect of LS is non-significant. These results directly address the study's primary research questions:

Research Question 1: What are the interaction mechanisms among housing conditions, life satisfaction, emotional well-being, and job performance of residents in China's rental housing market?

Research Question 2: How do housing conditions affect residents' life satisfaction and emotional well-being, which in turn affect their job performance among renters in China?

The synthesis of structural equation modeling (SEM) results from the quantitative study and insights from qualitative in-depth interviews reveals the following key relationships:

(1) HC → LS: The SEM analysis confirmed a robust positive impact of HC on LS ($\beta = .813, p < .001$). This indicates that enhancements in HC significantly elevate residents' LS, corroborating prior research linking living environments to subjective well-being. Previous studies have identified specific HC facets—such as size, facilities, overcrowding, ventilation, mold/pest issues (Lee et al., 2022; Mulliner et al., 2020; Riva et al., 2022; Wang & Zhang, 2021) — and external environmental factors—including neighborhood quality, green spaces, community facilities, and amenities (Kang & Park, 2023; Mouratidis, 2020; Novoa et al., 2015) — as influential for LS. The qualitative findings reinforce this, with all interviewees affirming HC's direct or indirect impact on well-being and LS. By conceptualizing HC as a multidimensional construct, this study aligns with and integrates findings from research focusing on specific aspects, validating the comprehensiveness and effectiveness of the developed HC scale.

(2) HC → EWB: A significant positive direct effect of HC on EWB was established quantitatively ($\beta = .476, p < .001$). Interview participants uniformly supported this relationship, explaining that favorable HC provides security and comfort, reducing stress and anxiety while bolstering EWB. Conversely, poor HC was linked to increased stress, negative emotions, and diminished mental health and EWB. This aligns with substantial existing literature: housing insecurity correlates with mental distress, while adequate housing improves health (Mari-Dell'Olmo et al., 2017); renters and those facing affordability issues exhibit higher depressive symptoms (Kim et al., 2021; Park & Seo, 2020); frequent moves associate with worsened mental health (Bentley et al., 2018); and severe housing problems correspond to poorer mental health (Novoa et al., 2015).

(3) LS → JP: The direct path from LS to JP was found to be non-significant when all four variables were modeled simultaneously ($\beta = .036, P = .612$). The literature presents mixed evidence: while numerous studies report positive LS effects on productivity, creativity, job satisfaction, engagement, and reduced absenteeism and turnover (Lado et al., 2021; Lee et al., 2022; Salgado & Moscoso, 2022), others suggest the relationship may be non-linear or context-dependent (Erdogan et al., 2012). Interviewees acknowledged LS's influence on JP but described it as primarily indirect and potentially ambiguous in direction. Discussions with scholars suggested this non-significant direct effect could stem from JP's multifactorial nature, where LS's influence may be masked or moderated by other variables (e.g., job demands, personality), or the possibility that LS's impact on JP operates over longer timeframes than captured in this study's data collection period.

(4) EWB → LS: The SEM results demonstrated a significant positive effect of EWB on LS ($\beta = .396, p < .001$). Qualitative participants confirmed this bidirectional relationship, noting EWB's direct and indirect influence on LS. This finding is consistent with the foundational conceptualization of subjective well-being (SWB), where LS (the cognitive component) and EWB (the affective component) are interrelated dimensions (Diener, 1984; Diener et al., 2018). Numerous studies corroborate this positive association (Moscoso & Salgado, 2021; Salgado & Moscoso, 2022), suggesting that higher EWB fosters greater LS and vice versa.

(5) EWB → JP: A significant positive direct effect of EWB on JP was identified ($\beta = .333, P < .001$). This quantitative result was strongly supported by qualitative insights.

Participants described how positive emotions enhance focus, cognitive flexibility (aiding problem-solving and creativity), interpersonal skills, team cohesion, and resilience under pressure, thereby improving JP. This aligns with previous research linking positive emotions to stronger leadership, decision-making, resilience (Yu & Chen, 2023), and overall better work outcomes including productivity, creativity, satisfaction, and engagement (Feng & Wang, 2025; Lado et al., 2021; Salgado & Moscoso, 2022; Wang et al., 2022; Yu & Chen, 2023), while also associating with lower burnout and stress.

(6) HC → JP: A significant direct positive effect of HC on JP was observed ($\beta = .274, p < .01$). Interview participants consistently reported that HC directly or indirectly affects JP. They described how a good housing environment improves physical health, sleep, and psychological comfort, leading to better work focus and performance. Indirect effects, such as reduced commuting stress, were also noted. This finding resonates with research highlighting the importance of the external living environment (including housing) for work attitudes, satisfaction, and ultimately JP (Dettmers et al., 2020; Vyboštok & Stefkovicova, 2023; Zhan et al., 2022; Zhang & Li, 2022; Zou & Deng, 2021). Specific mechanisms identified in prior studies include reduced fatigue from commuting demands (Dettmers et al., 2020), the link between housing insecurity and job insecurity impacting performance (Desmond & Gershenson, 2016), and the role of recovery (influenced by HC) on daily task performance (Carmen Binnewies, 2009).

(7) Mediating Effects: The mediation analysis confirmed that HC influences JP not only directly ($\beta = .285, P = .015$) but also significantly indirectly through EWB ($\beta = .158, P < .01$). This underscores the critical mediating role of EWB in the HC-JP relationship. The total effect of HC on JP, incorporating both direct and indirect pathways, was substantial ($\beta = .478, P < .001$). Qualitative findings corroborated this mediation, with participants frequently describing how HC affects their mental state and EWB, which subsequently influences their work performance. In contrast, the mediating effect of LS between HC and JP was non-significant within the full model.

Summary Addressing Research Questions: This study reveals significant direct and indirect relationships among HC, LS, EWB, and JP within China's rental housing market. HC exerts a direct positive influence on LS, EWB, and JP. Crucially, EWB acts as a significant mediator between HC and JP, while LS does not demonstrate a significant

mediating role in this pathway within the integrated model. Furthermore, HC has a significant indirect impact on JP specifically through the mediating variable of EWB. These findings comprehensively address Research Questions 1 and 2, offering a novel perspective for management research by emphasizing the importance of employee housing conditions, particularly their role in enhancing emotional well-being to improve job performance. Consequently, organizations seeking to enhance JP should consider employees' living environments alongside workplace factors. Similarly, national policies aimed at boosting productivity and competitiveness should recognize the provision of comfortable, secure housing as a factor contributing to citizen well-being and, ultimately, performance.

5.2.2 Discussion on Variable: Housing Conditions (HC)

Currently, there is no universally accepted and consistent standard regarding the concept and dimensions of housing conditions. Based on diverse research perspectives and objectives, scholars have various definitions of the concept and scope of housing conditions. For instance, Lee et al. (2022) examined the impact of housing community and neighborhood conditions on subjective well-being; Chu et al. (2022) and Bacter et al. (2021) investigated the internal conditions and infrastructure of housing; Borgoni et al. (2021) studied the affordability of housing; and Wang & Zhang (2021) researched the accessibility to basic needs such as schools, hospitals, and banks in the vicinity of housing. However, to date, no study has incorporated all major aspects of housing conditions within its scope.

Based on interview results and previous scholarly research experience, this study proposes a concept of housing conditions that encompasses four dimensions: Affordability, Housing Quality, Neighborhood and Community Conditions, and Accessibility to Basic Needs. A measurement scale was designed and validated through confirmatory factor analysis on 400 sample data collected using this scale. The results indicate that the four dimensions and their items possess good reliability and validity, enabling an objective and accurate measurement of housing conditions.

Crucially, the descriptive analysis of the collected data (Table 4.3) provides valuable insights into the specific challenges faced by the rental housing residents, which are highly relevant to the research model linking housing conditions to job performance via life satisfaction and emotional well-being.

Affordability Concerns: The dimension of affordability revealed significant pain points. Most notably, "Housing Subsidy Support" exhibited the lowest mean satisfaction score (3.66) across all measured items, coupled with a high standard deviation (1.918) and a substantial proportion (22.0%) reporting "extreme dissatisfaction." This starkly contrasts with the moderate satisfaction levels found for provident fund support (4.44) and suggests that targeted government or employer subsidies for renters are either inadequate, inaccessible, or poorly implemented for a considerable segment of this population. Furthermore, "Subjective Housing Expenditure Pressures" also showed a relatively low mean (3.88) and a polarized distribution, with nearly a quarter (23.5%) feeling "slightly below neutral." For rental residents, high and unpredictable housing costs are a direct source of financial stress, which is a well-established detriment to life satisfaction and emotional well-being (e.g., anxiety, depression). This persistent financial strain could readily translate into distraction, reduced energy, and lower morale at work, potentially impairing job performance.

Variability in Housing Quality: While overall satisfaction with housing quality was higher, "Heating in Winter" stood out as a relative weakness within this dimension (\bar{X} =4.64, SD=1.583), with a non-trivial 4.5% reporting extreme dissatisfaction. Inadequate heating during cold months is not merely an inconvenience; it directly impacts physical comfort and health, contributing to negative emotional states (discomfort, frustration) and lowering perceptions of overall life quality, especially in regions with harsh winters. This specific deficiency could be a significant source of daily hassle and stress for affected renters.

Neighborhood Challenges: Within the neighborhood dimension, "Property Management" emerged as the least satisfactory aspect (\bar{X} =4.25, SD=1.487). While the mean is above the neutral point (4), the distribution shows a sizeable portion expressing dissatisfaction (e.g., 8.5% rating 2). Poor or unresponsive property management can lead to unresolved maintenance issues, security concerns, and a general sense of neglect or lack of control over one's living environment. These factors are known to erode residents' sense of security, community belonging, and ultimately, life satisfaction and peace of mind. "Parking" also scored relatively low (\bar{X} =4.16, SD=1.670), indicating a common logistical headache that adds daily stress. The perception of neighborhood safety ("Sense of Safety")

scored well (4.88), which is positive, but deficiencies in management and parking remain tangible stressors.

Accessibility Gaps: Accessibility was generally rated well, but "Sports and Cultural Venues" had the lowest mean in this dimension (4.46, SD=1.485), with the largest single group (27.0%) feeling neutral. Limited access to leisure and cultural facilities restricts opportunities for relaxation, recreation, and social engagement – all important contributors to emotional well-being and life balance. The absence of convenient outlets for stress relief and personal enrichment could leave renters feeling less restored and potentially more susceptible to work-related burnout or diminished engagement. While "Hospitals" scored moderately well (4.79), the 6.3% reporting low satisfaction (rating 2) highlights potential localized gaps in essential healthcare access for some.

These findings pinpoint specific areas within the broader housing conditions construct that are likely exerting a negative influence on the rental residents' life satisfaction and emotional well-being in this study. Financial pressures from inadequate subsidies or high perceived costs, discomfort from insufficient heating, frustrations with property management and parking, and limited access to recreational/cultural venues are all plausible sources of chronic stress, dissatisfaction, and negative affect. Given the research model, these identified stressors are precisely the mechanisms through which suboptimal housing conditions are hypothesized to indirectly impair job performance. The significant standard deviations observed for many items, especially in the affordability dimension, also underscore the heterogeneity of renter experiences, suggesting that the impact of housing conditions on well-being and work outcomes may vary considerably across individuals depending on their specific circumstances and vulnerabilities.

It is hoped that this refined conceptualization, validated scale, and the empirical insights into key pressure points will be beneficial for future research on housing conditions, particularly studies focusing on the well-being and broader life outcomes of rental populations.

5.2.3 Discussion on Variable: Life Satisfaction (LS)

Life satisfaction (LS), conceptualized as an individual's overall cognitive evaluation of life quality based on personal standards (Diener, Oishi, et al., 2018), is pivotal as a

mediator linking housing conditions to job performance for China's rental housing residents. The study employed the widely-used Satisfaction with Life Scale (SWLS) to measure this specific population, which revealed noteworthy findings, particularly regarding Item 5.

Confirmatory Factor Analysis indicated that Item 5 ("If I could live my life over, I would change almost nothing") had a lower factor loading ($\lambda = 0.67$) and its removal significantly improved model fit (loadings for Items 1-4: 0.81-0.93). This psychometric finding aligns with Item 5's distinctive descriptive profile: it had the lowest mean ($\bar{X} = 3.40$) and highest standard deviation ($SD = 1.633$) among all items. Critically, 32.6% of respondents explicitly disagreed or strongly disagreed with this statement.

Interpreting Item 5 in Context: The pronounced negativity towards Item 5 cannot be dismissed as mere lower satisfaction; it probes a hypothetical, counterfactual judgment about life revision, distinct from the other SWLS items assessing present states (e.g., alignment with ideals, contentment, conditions). For China's rental housing residents, this likely reflects:

① **Aspiration and Transition:** Rental living is often a transitory phase marked by aspirations for improvement (e.g., homeownership). The premise of changing "almost nothing" conflicts with a mindset oriented towards future change, particularly concerning housing itself.

② **Cultural and Situational Realism:** The item's hypothetical nature may resonate less in a cultural context emphasizing practical realism and managing present circumstances. For renters facing challenges (e.g., instability), contemplating life revision might highlight constraints rather than satisfaction.

③ **Life Path Reflection:** Renters, often younger or migrants, may attribute their current situation to past choices or systemic factors, fostering a sense that significant aspects would warrant change, linking to perceived agency over life paths potentially influenced by housing experiences.

Implications for the Mediating Role: The CFA results and Item 5's distinct profile suggest that the core present-focused cognitive assessment of LS relevant to mediating the housing-job performance link is robustly captured by Items 1-4. Item 5, measuring regret/desire for change, appears to tap a different dimension of life evaluation. While likely

not the primary mediating channel in our model, its low mean and high variance are substantively significant: they reveal that a substantial segment of renters harbor reflections on past paths or desires for fundamental change. This underlying sentiment, potentially fueled by or intertwined with housing experiences, represents an important facet of well-being for this population that may interact with present LS and warrant further investigation alongside its impact on performance.

Conclusion: The adapted four-item SWLS effectively measures the present-oriented cognitive component of LS pertinent to our mediating hypothesis. However, the strong negative response to Item 5 underscores the complexity of life satisfaction evaluations within the unique context of China's rental housing residents. It highlights a dimension of potential regret or desire for change, distinct from present contentment, that merits attention in understanding their broader well-being landscape.

5.2.4 Discussion on Variable: Emotional Well-being (EWB)

Emotional well-being (EWB) is conceptualized in this study as the frequency, intensity, and balance of positive and negative emotions experienced in response to life events. This definition integrates perspectives viewing EWB as dynamic affective states (Larsen & Prizmic, 2008), experiential quality (Kahneman & Deaton, 2010), and a core affective component of subjective well-being characterized by positive affect dominance (Diener, Lucas, et al., 2018).

Measured using emotional balance scores derived from the Chinese PANAS scale (Qiu Lin et al., 2008), the descriptive findings (Section 4.1.4) reveal a significantly higher mean for Positive Affect (PA) compared to Negative Affect (NA), indicating an overall positive emotional balance among rental housing residents. This aligns with Diener et al.'s (2018) view and suggests favorable living conditions may support general positive affect.

Crucially, analysis of specific items reveals nuanced insights relevant to the rental context:

Low PA in "Proud": The notably low mean for "Proud" (3.82), the lowest PA item, merits attention. Feelings of pride are often tied to achievement and social recognition (Larsen & Prizmic, 2008). Its lower prominence among renters may reflect the socio-psychological dimension of housing tenure, where homeownership is culturally valorized.

This suggests the rental context might specifically attenuate feelings of accomplishment or status affirmation related to housing, despite overall positive affect.

Relative Salience of "Nervous" in NA: Within the low overall NA profile, "Nervous" exhibited the highest mean (3.55). This relative prominence points to anxieties potentially inherent in rental living, such as concerns over lease stability, rent increases, or housing quality uncertainties. Nervousness appears a more salient negative experience for this group than intense emotions like fear or anger, reflecting sensitivity to housing-related insecurity (Larsen & Prizmic, 2008).

These findings confirm the utility of the emotional balance approach in capturing the aggregate positive affective state of renters. More importantly, the specific patterns of low pride and relatively higher nervousness highlight distinct emotional dimensions potentially shaped by the rental experience. These variations are critical for interpreting how housing conditions might operate through specific facets of emotional well-being (alongside life satisfaction) to influence job performance within the proposed mediating model. The identified emotional profiles offer key insights into the lived experience mediating these relationships.

5.2.5 Discussion on Variable: Job Performance

The tripartite framework of job performance (task, contextual, and counterproductive dimensions) adopted in this study reflects the evolving conceptual integration of outcome, behavioral, and competency perspectives (Call & Ployhart, 2021). The descriptive analysis reveals generally robust self-assessments in task and contextual domains, two critical patterns warrant theoretical elaboration.

First, the consistently low manifestation of counterproductive work behaviors (CWB) across all items ($\bar{X} = 3.09\text{--}3.78$) aligns with extant literature on self-report bias in sensitive constructs (Dalal, 2005). The pronounced reluctance to acknowledge concentration lapses due to housing insecurity (Item 15, $\bar{X} = 3.09$) and motivation deficits from poor housing conditions (Item 16, $\bar{X} = 3.20$) may signify self-protective cognition—a phenomenon wherein respondents dissociate professional efficacy from environmental stressors. This resonates with the confirmatory factor analysis results, where CWB items exhibited weak psychometric properties, suggesting cultural nuances in performance

attribution: Chinese employees may perceive housing challenges as personal adversities to be overcome rather than legitimate mitigants of work responsibility.

Second, the lower endorsement of proactive contextual behaviors merits attention. Item 8 ("taking initiative beyond assigned duties," $\bar{X} = 4.06$) displayed the highest dispersion ($SD = 1.405$) and non-trivial disagreement (26.3% combined "Never"/"Rarely" responses). This contrasts sharply with strong skill-updating behaviors (Item 10, $\bar{X} = 4.65$), implying that discretionary effort is more susceptible to resource depletion from housing strain. Conservation of Resources theory (Hobfoll, 1989) offers a plausible lens: When cognitive resources are diverted to address housing precarity (e.g., financial pressures, relocation risks), employees may preserve remaining energy for core tasks rather than voluntary role expansion.

Notably, the moderate fatigue attributed to long commutes (Item 14, $\bar{X} = 3.78$) underscores a tangible operational constraint. Unlike psychological stressors (e.g., housing security), commute duration represents an objective structural barrier that directly erodes temporal and physical resources—a finding congruent with time-based conflict models (Greenhaus & Beutell, 1985).

These patterns collectively suggest that housing conditions may operate through differential pathways: While task performance appears resilient (possibly due to compensatory efforts), contextual initiative and cognitive stability demonstrate vulnerability. Future research should examine whether formal organizational support (e.g., flexible scheduling, remote work) mitigates commute-related fatigue more effectively than psychological interventions targeting self-efficacy.

5.2.6 Discussion on the Integrated Model

When analyzing all four research variables—housing condition, life satisfaction, emotional well-being, and job performance—within a structural equation model, the following results were obtained:

When examining the mediating effects of life satisfaction and emotional well-being between housing conditions and job performance within a single structural equation, the analysis revealed that the mediating effect of emotional well-being was significant, whereas the mediating effect of life satisfaction was unclear. However, when analyzing the

mediating effects of life satisfaction and emotional well-being individually, both exhibited significant mediating effects. This could be attributed to the high correlation between life satisfaction and emotional well-being. When there is a high correlation between two mediator variables, they may compete with each other, resulting in the effect of one mediator being obscured by the other. Since the concept of subjective well-being was proposed by Diener in 1984, life satisfaction and emotional well-being have been studied as two dimensions of subjective well-being, necessitating a high correlation between them. In this study, the correlation between life satisfaction and emotional well-being was analyzed using AMOS software, and the results showed that the correlation coefficient between the two was 0.61, which is a relatively high level.

Further analysis explored an alternative pathway. Adjusting the model to test a chained mediation path (HC → LS → EWB → JP) revealed this pathway was significant. Notably, the total effect of HC on JP (0.478) and the specific indirect effect through this chain (ultimately mediated by EWB) remained consistent with the initial model's total effect. This finding suggests that while EWB is the primary proximal mediator of HC's effect on JP, LS plays an indirect role by influencing EWB. This chained mediation highlights the potential role of overall SWB (encompassing both LS and EWB) as a mediator between HC and JP, offering a valuable direction for future research.

5.3 Recommendation

Based on the findings of this study, housing conditions exert a significant influence on occupants' life satisfaction, emotional well-being, and job performance. In light of the Chinese government's ongoing objectives to enhance public well-being and bolster national productivity and competitiveness, and grounded in empirical interview data, this study proposes the following concrete and actionable recommendations for key stakeholders in the rental housing market: rental enterprises, government bodies, and renters.

5.3.1 Recommendation for entrepreneurs in China's housing rental market

As primary suppliers in the rental housing sector, enterprises should advance beyond general service improvements to implement specific, measurable strategies aimed at elevating living standards and enhancing tenant well-being.

(1) **Enhancing Product and Service Quality:** housing rental enterprises should prioritize the quality and comfort of rental housing, strengthen the renovation and maintenance of the house, and ensure that renters can enjoy a good living environment. Strengthen communication with renters, promptly understand and meet their needs, and improve customer satisfaction. Using big data (such as search and transaction data from rental platforms like Lianjia and 58.com), artificial intelligence and other technologies to optimize housing management, predict market trends and improve operational efficiency. Meanwhile, to develop convenient functions such as smart door locks and online viewing to enhance user experience.

(2) **Expanding Scale and Cultivating Competitive Advantages:** Seize the current market opportunity presented by the low ratio of corporate and institutionalized operations in China's rental market to actively expand enterprise scale. This can be achieved through a parallel operation model of heavy and light assets, leveraging more resources. The heavy asset model involves building or acquiring housing sources with proprietary rights, while the light asset model collects individual property sources in the market for unified management through long-term trusteeship, which saves substantial construction and development costs and acquires more property sources. Additionally, actively participating in the construction and operation of affordable housing can leverage policy advantages to expand market share. Through scale expansion and operational optimization, a competitive advantage can be gradually established.

Furthermore, it is necessary to explore new investment and exit channels, such as financial instruments like rental housing REITs, to support the enterprise's scaled and market-oriented development.

(3) **Innovating Rental Products and Diversified Development:** In response to market demand and changes in the tenant population, companies should offer a variety of housing options, including different layouts, decoration styles, and price ranges. They should continuously innovate their rental products and service models, such as offering short-term rentals and shared apartments, to meet the needs of different tenants. They should explore new business models, such as “equal rights for tenants and landlords,” to provide tenants with more convenience and protection.

(4) **Strengthening Risk Management and Operating with Integrity and Compliance:** Enterprises should adhere to the principle of honest business practices, comply with relevant laws, regulations, and lease agreements, protect the legitimate rights and interests of tenants, and establish a good corporate image and reputation. They should strengthen communication and cooperation with government departments and industry associations to jointly promote the healthy development of the industry. They should use fair, transparent, and legal lease contracts to clearly define the rights and obligations of both parties, avoid hidden clauses, protect the legitimate rights and interests of tenants, and reduce legal risks for enterprises.

(5) **Strengthening Brand Building and Shoulder Social Responsibilities:** Through brand building, enhance the enterprise's popularity and competitiveness in the market. Focus on maintaining corporate image and reputation, actively participate in social welfare activities, pay attention to vulnerable groups, and provide appropriate housing rental support and discounts to establish a good corporate image. Adopt green building standards, implement energy conservation and emission reduction, and create environmentally friendly rental communities. In the long run, this not only helps reduce operational costs but also enhances corporate image.

(6) **Fostering Industry Collaboration for Standardization:** Work with industry associations to develop and promote unified rental standards and lease agreements. Participate in government-led initiatives to share operational data (anonymized) that can help inform policy-making and market monitoring.

5.3.2 Recommendation for the Government

The housing rental market in China has consistently occupied a subordinate position within the overall real estate market, failing to garner sufficient attention. A significant contributing factor to this is the government's inadequate role. To play its due role in the healthy development of the housing rental market, the government should proceed from the following aspects:

(1) **Accelerate the Enactment of Specialized Rental Legislation:** Draft and pass a dedicated rental housing law that clearly defines the legal responsibilities of landlords and

tenants, establishes a national standard lease agreement, and sets up a streamlined, low-cost dispute resolution mechanism accessible online.

(2) Strengthen Market Supervision with Real-Time Tools: Develop and mandate the use of a national rental housing registration platform where all rental transactions must be recorded. Implement a blacklist system for landlords and agencies that violate regulations, and conduct quarterly market inspections focusing on safety violations and fraudulent practices.

Regularly publish market information and rental guidance prices to guide reasonable pricing in the market.

(3) Provide Targeted Fiscal and Policy Support: Offer tax reductions or exemptions for rental enterprises that provide more than 50% of their units as affordable housing. Facilitate access to low-interest loans for companies investing in energy-efficient building upgrades. Local governments should allocate specific land plots for rental housing development and simplify the approval process for projects that include a significant proportion of affordable units.

(4) Promote a Unified National Information Platform: Expand the existing pilot programs for rental information platforms to nationwide coverage, ensuring that all listed properties are verified for ownership and compliance with safety standards. The platform should also integrate with other government databases to enable renters to access public services conveniently.

(5) Increase Supply through Public-Private Partnerships (PPPs): Incentivize private developers to build and operate rental housing projects on public land through long-term leases. Rehabilitate underutilized commercial and industrial properties into rental housing units, with clear guidelines and financial support for conversion.

(6) Implement and Promote Equal Rights Policies: Mandate that renters are allowed to register for local residence permits using their rental contracts, and ensure equal access to schools, healthcare, and other public services. Launch public awareness campaigns to inform tenants of their rights and provide legal aid services for those facing discrimination.

5.3. Recommendation for residents in China's housing rental market

As the client group in the housing rental market, renters should also focus on safeguarding their rights and fulfilling their obligations. Based on interviews and research, the author proposes the following recommendations for the renter group:

(1) **Strengthen Legal Awareness through Practical Resources:** Prior to signing a lease, tenants should use government-approved apps or websites to verify the legitimacy of the rental unit and the landlord's identity. They should familiarize themselves with key local rental regulations, such as maximum security deposit amounts and rules regarding rent increases.

(2) **Make Informed Choices Using Verified Information:** Utilize official government platforms or reputable agencies to search for housing, avoiding unverified online listings. Tenants should calculate their rent-to-income ratio to ensure it does not exceed 30%, and consider sharing accommodations or seeking units in suburban areas with good public transport if necessary.

(3) **Adopt Effective Rights Protection Strategies:** Keep a digital record of all communications, contracts, and payment receipts. In case of disputes, tenants should first attempt to resolve issues through the rental platform's complaint mechanism or contact local housing mediation centers before escalating to legal action.

(4) **Maintain Properties and Foster Community Engagement:** Treat the rental unit with care, document the condition of the property at move-in with photos or videos, and report maintenance issues promptly. Participate in community activities and establish good relationships with neighbors to create a supportive living environment.

(5) **Participate Actively in Market Supervision:** Report fraudulent listings or unethical practices by landlords or agencies through official channels such as the 12345 government service hotline or local housing authority websites. Participate in tenant unions or online forums to share experiences and advocate for collective interests.

5.4 Limitations and Future Research

Through this study, it has been found that housing conditions can indeed affect job performance, with emotional well-being serving as a mediating variable between the two. However, are there other mediating variables between housing conditions and job

performance? What is the significance of these potential mediating variables? Due to the limitations of the author's time and energy, these questions have not been addressed in this study. Regarding the relationship between housing conditions and job performance, future research could consider incorporating more mediating variables, such as health status, social capital, individual psychological resources, social support, and financial resilience, to deeply explore the influence mechanism of housing conditions on job performance.

The data collection tools used in this study were questionnaires and in-depth interviews, which captured instantaneous data without tracking changes in housing conditions for the same respondents along with changes in their life satisfaction, emotional well-being, and job performance. In future research, it could be considered to conduct longitudinal studies on respondents, investigating changes in their housing conditions before and after relocation, as well as changes in life satisfaction, emotional well-being, and job performance, to analyze the stability of the relationships between these variables.

This study treated Mainland China as a whole, selecting respondents from various regions without considering specific regional differences. China has a vast territory and a widely distributed population, with people from different regions possessing distinct cultures and lifestyles. Future research could be conducted regionally according to certain criteria, exploring whether there are differences in the relationships between housing conditions, life satisfaction, emotional well-being, and job performance among people in different regions of China.

In addition, the methodological approach of this study relied primarily on self-reported data from tenants, which may introduce common method bias. Future studies could benefit from methodological triangulation by incorporating perspectives from multiple stakeholders. For instance, gathering objective assessments of housing quality from property owners or independent evaluators, obtaining performance evaluations from employers, and integrating quantitative data such as housing density indicators or archival records on residential stability could enhance the robustness and validity of the findings. Such multi-source data collection would provide a more comprehensive understanding of the proposed relationships.

Furthermore, future collaborations with scholars from different countries could be established to investigate the relationships between housing conditions and life satisfaction,

emotional well-being, and job performance among people from different countries and cultures, exploring the relationships between these variables within the context of cross-national cultural differences.



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APPENDIX A
QUESTIONNAIRE ENGLISH VERSION



QUESTIONNAIRE
**THE MEDIATING OF LIFE SATISFACTION AND EMOTIONAL WELL-
BEING BETWEEN HOUSING CONDITIONS AND JOB
PERFORMANCE OF THE RESIDENTS OF RENTAL HOUSING IN
CHINA**

Researcher: Miss. Wang Keyan

Curriculum: Doctor of Philosophy in Management, Siam University

This questionnaire is partial fulfillment of the requirements for the degree. The purpose of this study is to study the relationship between housing conditions and job performance of the residents of rental housing in China. Your participation on answering this questionnaire will be highly appreciated. Your information will be kept secret. Should you have any questions or suggestions, please contact me at the following addresses and numbers:

Siam university 38 Petkasem Road, Phasicharoen, Bangkok, 10160 Thailand; Tel 02-867-8000

or Shandong Technology and Business University 191 Binhai Middle Road, Laishan, Yantai, Shandong, 264005 China; Tel 86-18653583033.

This questionnaire has 6 pages and is divided into 6 parts as follows:

- Part I: Personal Information
- Part II: Housing conditions
- Part III: Life satisfaction
- Part IV: Emotional well-being
- Part V: Job performance
- Part VI: Recommendations

Part I. Demographic information

1. Gender	<input type="radio"/> Male	<input type="radio"/> Female
2. Age	<input type="radio"/> Under 18 years old <input type="radio"/> 18-25 years old <input type="radio"/> 26-35 years old <input type="radio"/> 36-45 years old	<input type="radio"/> 46-55 years old <input type="radio"/> 56-60 years old <input type="radio"/> 61 and above
3. Marital status	<input type="radio"/> Unmarried <input type="radio"/> Married	<input type="radio"/> Divorced
4. Education	<input type="radio"/> Elementary school and below <input type="radio"/> Junior high school <input type="radio"/> High school <input type="radio"/> College	<input type="radio"/> Undergraduate <input type="radio"/> Master's Degree <input type="radio"/> PhD
5. Employment status	<input type="radio"/> Currently unemployed (but employed within the past three months) <input type="radio"/> Formal employment (signing a labor contract with the employer, paying social security according to regulations, with relatively fixed working hours and workplace) <input type="radio"/> Flexible employment (informal employment with flexible working hours and workplaces, e.g. take-away workers, online car drivers, anchors, mobile stall operators, etc.) <input type="radio"/> Formal employment + flexible employment <input type="radio"/> Self-employment	
6. Annual household income	<input type="radio"/> Less than ¥ 30,000 <input type="radio"/> ¥ 30,000-50,000 <input type="radio"/> ¥ 50,000-100,000 <input type="radio"/> ¥ 100,000-200,000	<input type="radio"/> ¥ 200,000-300,000 <input type="radio"/> ¥ 300,000-500,000 <input type="radio"/> More than ¥ 500,000

Part II. Housing conditions

1. What type of house do you currently live in?

- Rented private housing
 Long-term rental flat under unified management
 Public housing/low-rent housing
 Housing provided by work unit (rent required)
-

2. How satisfied are you with the housing support you receive. (1 means extremely dissatisfied, 7 means extremely satisfied, and 1-7 satisfaction level is gradually increasing, please choose as appropriate.)

Items:	1	2	3	4	5	6	7
1. Housing Provident Fund							
2. Housing subsidy							
3. Other support (i.e. from parents, relatives, friends.)							

3. Do you feel pressurized by your monthly housing expenses (including rent, mortgage loan, property fees, water/electricity/gas/internet charges, and many more.)? (1-7 Pressure gradually increases, please choose according to your actual situation)

4. How satisfied are you with the following aspects of your current housing? (1 means extremely dissatisfied, 7 means extremely satisfied, and the level of satisfaction increases gradually from 1 to 7, please choose according to your actual situation)

Items:	1	2	3	4	5	6	7
1. Infrastructure such as water, electricity, gas and elevator							
2. Bathroom (flush toilet and bathing facilities)							
3. Kitchen							
4. Lighting (including natural light and lighting)							
5. Ventilation							
6. Furniture							
7. Home Appliances							
8. Decoration							
9. Heating in winter							
10. Cooling in summer							
11. Adequacy of housing space							

5. Please rate the neighborhood and community situation of your current housing. (1 means extremely dissatisfied, 7 means extremely satisfied, and the level of satisfaction increases gradually from 1 to 7. Please choose according to your situation.)

Items:	1	2	3	4	5	6	7
1. Quality of Property Management							
2. Community Activity Space							
3. Elderly Care and Activity Area							
4. Community Greening							

5. Community commercial services such as breakfast/grocery shopping							
6. Community cleanliness							
7. Community Public Security							
8. Community Parking							
9. Community air quality							
10. Quietness of the community							
11. Neighborly relations							
12. Neighborhood Mutual Aid							
13. Sense of safety in the community							

6. Evaluation of community convenience. (Refers to the convenience of reaching public transport stations, hospitals, schools, and other needs of people's livelihoods. 1 means extremely dissatisfied, 7 means extremely satisfied, and the level of satisfaction gradually increases from 1 to 7, please choose according to your actual situation)

Items:	1	2	3	4	5	6	7
(1) Bus/Subway Stations							
(2) Hospitals							
(3) Schools							
(4) Shopping malls/supermarkets/shopping centers and other shopping and leisure places							
(5) Parks/bookstores/libraries and other sports and cultural places							

Part III. Life satisfaction

Do you agree with the following five statements about life? (1 means strongly disagree, 7 means strongly agree, and the degree of agreement gradually increases from 1 to 7. Please choose according to your true feelings.)

Items:	1	2	3	4	5	6	7
1. In most ways my life is close to my ideal.							
2. The conditions of my life are excellent.							
3. I am satisfied with my life.							
4. So far, I have gotten the important things I want in life.							
5. If I could live my life over, I would change almost nothing.							

Part IV. Emotional well-being

1. In the past week, the extent to which you have felt the following.

Items:	Not at all	Very slightly	A little	Moderately	More often	Quite a bit	Always
Active							
Ashamed							
Enthusiastic							
Afraid							
Joyful							
Nervous							
Inspired							
Upset							
Excited							
Scared							
Proud							
Guilty							
Interested							
Irritable							
Energetic							
Jittery							
Grateful							
Angry							

Part V. Job performance

This section evaluates your job performance based on three dimensions: Task Performance, Contextual Performance, and Counterproductive Work Behaviors. Please rate the following statements based on your experience over the last three months. (1 = Never, 7 = Always)

1. Task Performance

	Never	Almost Never	Seldom	Sometimes	Often	Very Frequent	Always
1. I effectively plan and organize my work tasks despite any housing-related challenges.							
2. I complete my work in a result-oriented manner, regardless of my living environment.							
3. I prioritize tasks efficiently, even when dealing with housing-related stress.							
4. I manage my time effectively to accomplish tasks while maintaining work-life balance.							
5. I ensure high-quality standards in my work, irrespective of my housing conditions.							
6. I successfully handle multiple work assignments while managing personal housing concerns.							
7. I maintain productivity even when facing disruptions in my housing situation							

2. Contextual Performance

	Never	Almost Never	Seldom	Sometimes	Often	Very Frequent	Always
8. I take the initiative to go beyond my assigned duties, even when facing housing difficulties.							
9. I actively seek out challenging tasks to improve my skills, regardless of housing instability.							
10. I keep my job-related knowledge and skills up-to-date while dealing with housing concerns.							
11. I come up with creative solutions to difficult problems at work, even when under housing-related stress.							

12.I cooperate and collaborate with colleagues effectively despite personal housing challenges.							
13.I maintain a positive attitude towards my work and organization, regardless of housing conditions.							

3. Counterproductive Work Behaviors

	Never	Almost Never	Seldom	Sometimes	Often	Very Frequent	Always
14.I frequently experience job fatigue due to long commute times from my housing location.							
15.I struggle with job concentration due to concerns about my housing security.							
16.I feel less motivated to perform well at work due to poor housing conditions.							
17.I find it difficult to maintain consistent job performance because of housing-related financial pressures.							
18.I experience increased absenteeism or lateness due to housing-related issues.							

Part VI: Recommendation

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THANK YOU FOR YOUR TIME AND PARTICIPATION.

APPENDIX B
QUESTIONNAIRE CHINESE VERSION



调查问卷

**生活满意度和情绪福祉在中国住房租赁市场居民的住房条件和工作
之间的中介作用研究**

研究者：王克研，暹罗大学管理学院博士研究生

感谢您在百忙之中参与我们的调查。

本问卷旨在了解目前中国住房租赁市场居民的住房条件、生活满意度、情绪福祉和工作绩效情况。问卷由五部分组成，大约需要 4-5 分钟时间。全程匿名保密不会侵犯您的任何隐私，仅用于收集研究数据，所有问题无对错好坏之分，请您根据自己的真实情况回答。感谢您的宝贵时间和无私支持。

若有任何需要，请联系：山东省烟台市莱山区滨海中路 191 号，山东工商学院王克研 电话 18653583033。

本问卷共六页，分为六部分：

第一部分：您的基本信息

第二部分：住房条件

第三部分：生活满意度

第四部分：情绪福祉

第五部分：工作绩效

第六部分：意见建议

一、基础信息

(请依实际情况, 在○内点击)

1. 您的性别? [单选题]

男 女

2. 您的年龄? [单选题]

18岁以下 18—25岁 26—35岁 36—45岁
46—55岁 56—60岁 61岁及以上

3. 您的婚姻状况? [单选题]

未婚 已婚 离异 丧偶

4. 您的受教育程度? [单选题]

小学及以下 初中 高中/中专/技校/职高
大专 大学本科 硕士 博士

5. 您目前的就业情况? [单选题]

未就业
正规就业(与就业单位签订劳动合同, 按规定缴纳社保, 工作时间和工作场所相对固定)
灵活就业(非正规就业, 工作时间和场所灵活有弹性, 如: 外卖员、网约车司机、主播、流动摊点经营者等)
正规就业+灵活就业
自主创业

6. 您的家庭年收入(如果您不确定, 请按您的最佳估计选)? [单选题]

3万以下 3-5万 5-10万 10-20万
20-30万 30-50万 50万以上

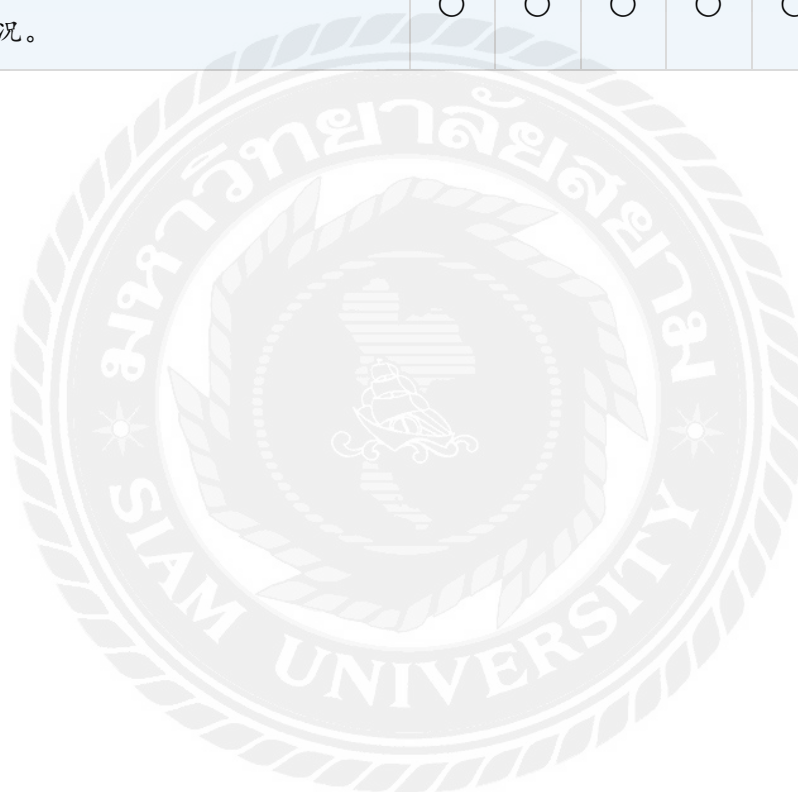
二、住房条件

1. 您目前住的房子类型? [单选题]

租的私人住房
租的统一管理的长租公寓
公租房/廉租房
工作单位提供的住房(需要支付租金)

2. 您对享受到的住房支持的满意度。(1表示极不满意, 7表示极满意, 1-7满意程度逐渐升高, 请您根据实际情况选择)

	没有	很少	有时	一般	经常	十分 频繁	总是
16. 因住房条件恶劣，我缺乏工作动力。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. 因住房相关财务压力，我难以保持稳定的工作表现。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. 因住房问题，我出现更多缺勤或迟到情况。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



APPENDIX C
INTERVIEW FORM ENGLISH VERSION



**THE MEDIATING OF LIFE SATISFACTION AND EMOTIONAL WELL-
BEING BETWEEN HOUSING CONDITIONS AND JOB
PERFORMANCE OF THE RESIDENTS OF RENTAL HOUSING IN
CHINA**

Instructions for Participants:

1. **Participants:** This study involves tenants, landlords, rental agents, government officials and university professors.
2. **Consent Form:** All participants are required to sign a consent form prior to participating in the interview.
3. **Purpose and Nature of the Study:** The purpose, scope, and nature of the research will be thoroughly explained before the interview begins. Participants will have the opportunity to ask questions or seek clarification regarding the study.
4. **Rights of Participants:** Participants' rights will be clearly outlined in the consent form, including the right to withdraw from the study at any time without any repercussions.
5. **Confidentiality and Anonymity:** All information provided during the interview will be treated with strict confidentiality. Without prior written consent, participants' identities, related persons, and organizational names will remain anonymous to ensure privacy and ethical compliance.
6. **Interview Structure:** A total of 15 questions will be asked to gather valuable insights from participants, focusing on the research objectives.
7. **Voluntary Participation:** Participation in the interview is entirely voluntary. Your cooperation is highly appreciated, as it will contribute significantly to the success and relevance of this research.
8. **Ethical Considerations:** This study adheres strictly to ethical research principles. Measures are in place to protect participants' rights and ensure their well-being throughout the research process.
9. **Interview Format:** The interview will be conducted face-to-face to ensure clarity and facilitate in-depth discussion.

Your participation is invaluable to the success of this study, and your cooperation is deeply appreciated. If you have any concerns or further questions about the study or the interview process, please do not hesitate to contact the researcher. Thank you for your kind contribution to this research.

Date of interview:

Time:

Part I: Personal Information

1. What is your gender?
2. What is your age?
3. What is your education degree?
4. What is your occupation?
5. What is your monthly salary (CNY)?

Part II: General Questions for All Respondents

1. How do you define good housing conditions? What key elements matter most for tenants?
2. In what ways do housing conditions influence tenants' daily lives and work routines?
3. Have you observed cases where housing conditions significantly impacted tenants' emotions or well-being?
4. What housing-related factors contribute most to tenants feeling stressed or emotionally unstable?
5. How do housing conditions shape tenants' life satisfaction and emotional well-being?
6. Have you encountered cases where tenants' job performance suffered due to unstable or poor housing conditions? What were the main issues?
7. How do you think housing conditions impact tenants' job performance? Can you provide real-life examples?
8. Are there other factors, besides emotional well-being and life satisfaction, that might mediate the relationship between housing conditions and job performance?
9. What strategies or adjustments have individuals made to cope with housing-related challenges while maintaining job performance?

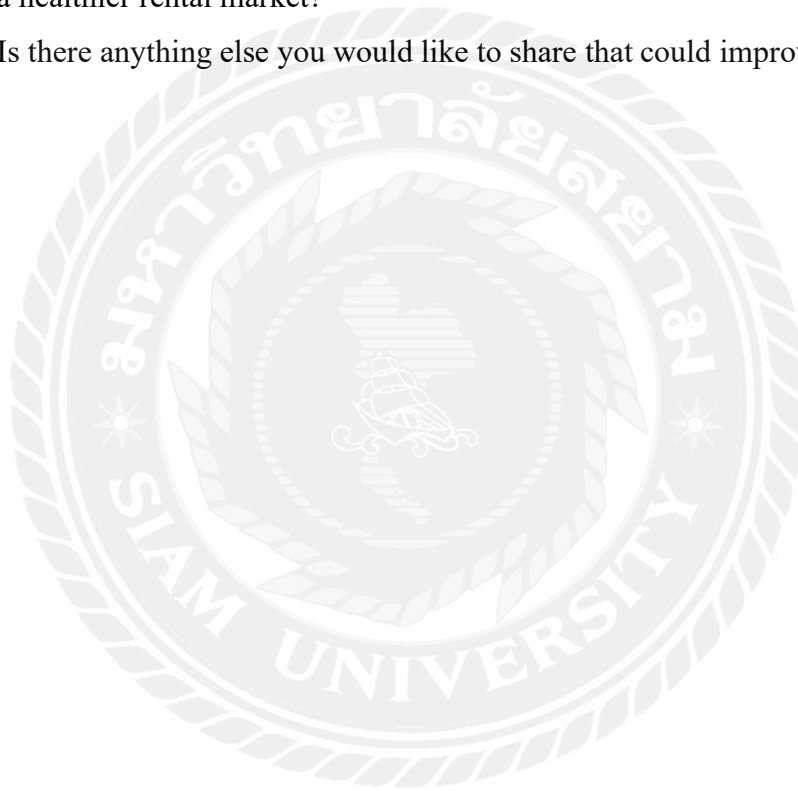
Part III: Stakeholder-Specific Questions (For All Groups)

10. How do housing conditions affect individuals' emotions (e.g., anxiety, happiness)? Do these emotions influence job performance?
11. Have you observed a decline in life satisfaction due to housing issues (e.g., broken facilities, rent pressure)? Did this affect job performance?

12. What role do external support systems (e.g., government policies, employer assistance, social networks) play in helping individuals manage housing and job-related stress?

Part IV: Recommendations and Final Thoughts

13. What improvements do you suggest to enhance housing conditions and support tenants' well-being?
14. How can stakeholders (government, landlords, agencies) collaborate to promote a healthier rental market?
15. Is there anything else you would like to share that could improve this research?



APPENDIX D
INTERVIEW FORM CHINESE VERSION



生活满意度和情绪福祉在中国住房租赁市场居民的住房条件和工作之间的中介作用研究

感谢您在百忙之中参与我们的调查。

本访谈旨在中国住房租赁市场居民的住房条件、生活满意度、情绪福祉和工作绩效的情况。现恳请您抽出三十分钟左右的时间接受我的访谈。该访谈内容仅用于学术研究，请您将真实感受按照答题的相关指导进行填写。

您所提供资料，无正确与错误之分，仅为学术研究所用，结果将由研究者统一保管和分析处理。我们会对访谈资料进行严格保密，不会对您的工作和生活造成任何不良影响，请您放心。

您的参与对我们十分重要，我们恳请您的大力支持与合作。

若有任何需要，请联系：山东省烟台市莱山区滨海中路 191 号，山东工商学院王克研 18653583033。

祝您工作愉快，万事如意！

2024 年 7 月 18 日

访谈日期:_____

访谈时间: _____

第一部分：个人信息

1. 您的性别是？
2. 您的年龄是？
3. 您的最高学历是？
4. 您的职业是？
5. 您的月收入（人民币）约为？

第二部分：所有受访者的通用问题

1. 您如何定义良好的住房条件？对租户而言，哪些关键要素最重要？
2. 住房条件如何影响租户的日常生活和工作安排？
3. 您是否观察到住房条件显著影响租户情绪或健康的案例？
4. 哪些住房相关因素最可能导致租户感到压力或情绪不稳定？
5. 住房条件如何影响租户的生活满意度和情感健康？
6. 您是否遇到过因住房条件不稳定或恶劣导致租户工作表现下降的案例？
主要问题是什么？
7. 您认为住房条件如何影响租户的工作表现？能否提供实际案例？
8. 除了情感健康和生活满意度，是否还有其他因素可能调节住房条件与工作表现之间的关系？
9. 为应对住房相关的挑战并保持工作表现，个人采取了哪些策略或调整措施？

第三部分：利益相关者特定问题（适用于所有群体）

10. 住房条件如何影响个人情绪（如焦虑、幸福感）？这些情绪是否会影响工作表现？
11. 您是否观察到因住房问题（如设施损坏、租金压力）导致生活满意度下降的情况？这是否影响工作表现？
12. 外部支持系统（如政府政策、雇主援助、社交网络）在帮助个人管理住房和工作压力方面发挥了什么作用？

第四部分：建议与最终思考

13. 您建议通过哪些改进措施来提升住房条件并支持租户的福祉？

14. 利益相关方（政府、房东、中介机构）应如何协作以促进更健康的租赁市场？
15. 您是否有其他想分享的内容，以帮助改进本研究？



APPENDIX E
IOC RESULTS



QUESTIONNAIRE

**THE MEDIATING OF LIFE SATISFACTION AND EMOTIONAL WELL-BEING BETWEEN
HOUSING CONDITIONS AND JOB PERFORMANCE OF THE RESIDENTS OF RENTAL
HOUSING IN CHINA**

RESEARCHER: MISS. WANG KEYAN

CURRICULUM: DOCTOR OF PHILOSOPHY IN MANAGEMENT, SIAM UNIVERSITY

This questionnaire is partial fulfillment of the requirements for the degree. The purpose of this study is to study the relationship between housing conditions and job performance of the residents of rental housing in China. Your participation on answering this questionnaire will be highly appreciated. Your information will be kept secret. Should you have any questions or suggestions, please contact me at the following addresses and numbers:

Siam university 38 Petkasem Road, Phasicharoen, Bangkok, 10160 Thailand; Tel 02-867-8000

or Shandong Technology and Business University 191 Binhai Middle Road, Laishan, Yantai, Shandong, 264005 China; Tel 86-18653583033.

This questionnaire has 6 pages and is divided into 6 parts as follows:

- Part I: Personal Information
- Part II: Housing conditions
- Part III: Life satisfaction
- Part IV: Emotional well-being
- Part V: Job performance
- Part VI: Recommendations

Question No.	Expert Score					IOC	Result
	Exp.1	Exp.2	Exp.3	Exp.4	Exp.5		
Item4	1	0	1	0	1	0.6	Valid
Item5	1	-1	1	0	0	0.2	Invalid
Part IV. Emotional well-being							
Question E1: Item1	1	1	1	1	1	1	Valid
Item2	1	0	1	1	0	0.6	Valid
Item3	1	1	1	1	1	1	Valid
Item4	1	0	1	1	-1	0.4	Invalid
Item5	1	0	1	1	1	0.8	Valid
Item6	1	0	1	1	0	0.6	Valid
Item7	1	0	1	1	0	0.6	Valid
Item8	1	0	1	1	0	0.6	Valid
Item9	1	0	1	0	0	0.4	Invalid
Item10	1	0	1	1	0	0.6	Valid
Item11	1	0	1	1	0	0.6	Valid
Item12	1	0	1	1	0	0.6	Valid
Item13	1	0	1	0	0	0.4	Invalid
Item14	1	0	1	1	0	0.6	Valid
Item15	1	1	1	1	0	0.8	Valid
Item16	1	0	1	1	0	0.6	Valid
Item17	1	0	1	0	0	0.4	Invalid
Item18	1	0	1	1	0	0.6	Valid
Part V. Job performance							

APPENDIX F
ETHICS APPROVAL CERTIFICATION



ใบรับรองจริยธรรมการวิจัยในมนุษย์
สถาบันการจัดการปัญญาภิวัฒน์

หมายเลขใบรับรอง: PIM-REC 016/2567

ข้อเสนอการวิจัยนี้ และเอกสารประกอบของข้อเสนอการวิจัยตามรายการแสดงด้านล่าง ได้รับการพิจารณาจากคณะกรรมการจริยธรรมการวิจัยในมนุษย์ สถาบันการจัดการปัญญาภิวัฒน์แล้ว คณะกรรมการฯ มีความเห็นว่าข้อเสนอการวิจัยที่จะดำเนินการมีความสอดคล้องกับหลักจริยธรรมสากล ตลอดจนกฎหมาย ข้อบังคับและข้อกำหนดภายในประเทศ จึงเห็นสมควรให้ดำเนินการตามข้อเสนอการวิจัยนี้ได้

ชื่อข้อเสนอโครงการ: The Mediating of life satisfaction and emotional well-being between Housing Conditions and Job Performance of the Residents of Rental Housing in China

รหัสข้อเสนอการวิจัย (ถ้ามี): (ไม่มี)

หน่วยงาน: มหาวิทยาลัยสยาม

ผู้วิจัยหลัก: Ms. Keyan Wang

ลงนาม.....

(อาจารย์ ดร.พิเชษฐ มุสิกะโปตก)

ประธานคณะกรรมการจริยธรรมการวิจัยในมนุษย์
สถาบันการจัดการปัญญาภิวัฒน์

วันที่รับรอง: 3 เมษายน 2567

วันหมดอายุ: 3 เมษายน 2568

เอกสารที่คณะกรรมการรับรอง

1. โครงร่างการวิจัย
2. ข้อมูลสำหรับแจ้งกลุ่มประชากรหรือผู้มีส่วนร่วมในการวิจัย และ ใบแสดงความยินยอมจากกลุ่มประชากรหรือผู้มีส่วนร่วมในการวิจัย
3. เครื่องมือที่ใช้ในการวิจัย/เก็บรวบรวมข้อมูล เช่น แบบสอบถาม แบบสัมภาษณ์ ประเด็นในการสนทนากลุ่ม เป็นต้น

เงื่อนไขการรับรอง

1. นักวิจัยต้องดำเนินการวิจัยตามที่ระบุไว้ในโครงร่างการวิจัยอย่างเคร่งครัด
2. นักวิจัยรายงานเหตุการณ์ไม่พึงประสงค์ร้ายแรงที่เกิดขึ้นหรือเปลี่ยนแปลงกิจกรรมวิจัยใดๆ คณะกรรมการพิจารณาจริยธรรมการวิจัยในมนุษย์ภายในกำหนด
3. นักวิจัยรายงานความก้าวหน้าต่อคณะกรรมการพิจารณาจริยธรรมการวิจัยในมนุษย์ตามเวลาที่กำหนดหรือเมื่อได้รับการร้องขอจากคณะกรรมการฯ
4. หากการวิจัยไม่สามารถดำเนินการนำร่องที่กำหนด ผู้วิจัยต้องยื่นขออนุมัติใหม่ก่อนอย่างน้อย 1 เดือน
5. หากการวิจัยเสร็จสมบูรณ์ ผู้วิจัยต้องแจ้งปิดโครงการตามแบบฟอร์มที่กำหนด

APPENDIX G
ETHICS TRAINING CERTIFICATION



CERTIFICATE
OF COMPLETION

PHRP Online Training, Inc. certifies that

KEYAN WANG

has successfully completed the web-based course "Protecting Human Research Participants Online Training SBE."

Date Completed: 2023-08-22

Certification Number: 2991208



PHRP
Protecting Human
Research Participants
Online Training



APPENDIX H

No. SU 0210.7/



Graduate School of Management,
Siam University
38 Petkasem Rd., Bang-wa,
Phasi-charoen, Bangkok, 10160.

May 16th, 2024

Subject : Request for Data Collection via Questionnaire Distribution

To Whom It May Concern:

Ms. Wang Keyan Student ID # 6 4 1 9 2 0 0 0 9, a doctoral student of the Graduate School of Management, Siam University (Mobile Phone No. +86-18653583033 and email: keyan0830@126.com) is currently working on the Ph.D. Dissertation entitle: “The Mediating of Life Satisfaction and Emotional Well-being between Housing Conditions and Job Performance of the Residents of Rental Housing in China” under the supervision of Dr. Karnjira Limsiritong.

In this regard, the Graduate School of Management would like to request for your cooperation by corresponding the attached questionnaire form. The completion of this questionnaire form will allow Ms. Wang Keyan to further proceed on her research with data accuracy and overall quality. Your kind assistance is fully appreciated.

Best Regards,

(Associate Professor Dr. Chaiyanant Panyasiri)
Dean of the Graduate School of Management

Graduate School of Management
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Work Position : Lecturer
Workplace : Shandong Technology and Business University
Education :

Bachelor's Degree

Degree B.A
Major Accounting
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Year 1997-2001

Master's Degree

Degree M.A
Major Accounting
Institution Shenyang University of Technology
Country China
Year 2002-2005

Publishing Research :

Wang Keyan. (2007). Risk Identification for Chinese Enterprises. *National Business Information (Economic Theory Research)*, (02),79-80+65.

Wang Keyan. (2007). Implications of the Basel Accord for internal control. *Finance and Accounting Bulletin (Financial Management Edition)*, (09),53-54.