

A Qualitative Study on Job Selection of Diverse Job Seekers from the Perspective of Spatial Environment Behavior

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Abstract : Employment issues have become increasingly severe in contemporary society, with job seekers' criteria for work environments becoming more complex. However, most studies lack an analysis from the perspective of employment spatial environment. This study employs qualitative research methods such as interviews and thematic analysis, focusing on spatial environment behavior research. By analyzing the behaviors and preferences of key employment groups in China (college graduates, migrant workers, and reemployed laid-off workers) from the perspectives of physical and socio-cultural environments, this study identifies the consistencies and differences in personal viewpoints during job selection and their impact on employment decisions. The findings indicate that college graduates tend to emphasize the macro spatial environment, while migrant workers and reemployed laid-off workers are more concerned with micro spatial environment factors. Additionally, college graduates have higher requirements for the diversity of space types and the distinction between public and private spaces. Furthermore, aside from salary considerations, key employment groups generally place less importance on the socio-cultural environment compared to the physical environment. This study aims to highlight the significance of spatial environment in job selection decisions from the perspective of diverse job seekers, providing insights for policy-making and corporate recruitment strategies.

Keywords : job-seeking populations, spatial environment behavior, micro, macro, qualitative research, physical environment, socio-cultural environment

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