

A Study on Exploring Employees' Well-Being in Gaming Workplaces Prior to and after the Chinese Government Crackdowns on Corruption

Authors : Ying Chuan Wang, Zhang Tao

Abstract : The aim of this article intends to explore the differences of well-being of employees in casino hotels before and after the Chinese government began to fight corruption. This researcher also attempted to find out the relationship between work pressure and well-being of employees in gambling workplaces before and after the Chinese government crackdowns the corruption. The category of well-being including life well-being, workplace well-being, and psychological well-being was included for analyzing well-being of employees in gaming workplaces. In addition, the psychological pressure classification was applied into this study and the Job Content Questionnaire (JCQ) would be adopted on investigating employees' work pressure in terms of decision latitude, psychological demands, and workplace support. This study is a quantitative approach research and was conducted in March 2017. A purposive sampling was used in this study. A total of valid 339 responses were collected and the participants were casino hotel employees. The findings showed that decision latitude was significantly different prior to and after Chinese government crackdowns on corruption. Moreover, workplace support was strongly significantly related to employees' well-being before Chinese government crackdowns. Decision latitude was strongly significantly related to employees' well-being after Chinese government crackdowns. The findings suggest that employees' work pressure affects their well being. In particular, because of workplace supports, it may alleviate employees' work pressure and affect their perceptions of well-being but only prior to fighting the crackdowns. Importantly, decision latitude has become an essential factor affecting their well-being after the crackdown. It is finally hoped that the findings of this study provide suggestion to the managerial levels of hospitality industries. It is important to enhance employees' decision latitude. Offering training courses to equip employees' skills could be a possible way to reduce work pressure. In addition, establishing career path for the employees to pursuit is essential for their self-development and the improvement of well being. This would be crucial for casino hotels' sustainable development and strengthening their competitiveness.

Keywords : well-being, work pressure, Casino hotels' employees, gaming workplace

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