

How Overtime Work and Leisure Time Utilization Affects Contemporary Youth's Job Satisfaction: An Empirical Analysis Based on CGSS2021 Data

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ABSTRACT

The precipitous growth of the economy and society has ushered in significant alterations to the job satisfaction of youth. Based on the analysis of CGSS questionnaire data, the income level, patterns of overtime work, and the availability of emotional support are identified as the most significant factors influencing the job satisfaction of youth in the contemporary era. Overtime work does not inherently lead to job dissatisfaction among youth; it is the absence of compensation with time off for these extra hours that significantly affects their job satisfaction. A strong emotional support network acts as a safety valve, enhancing the resilience of young workers to professional challenges and helping to mitigate job dissatisfaction. This finding challenges the traditional view that overtime is essential for youth job satisfaction, suggesting instead that providing young workers with ample leisure time and a robust social support system is vital for improving their job satisfaction.

KEYWORDS

Youth; Job satisfaction; Leisure time; Emotional support

1. Introduction

The vitality of the younger generation serves as the cornerstone of a nation's robustness; their sense of well-being is integral to the nation's overall security. The Chinese leadership prioritizes the diverse needs and aspirations of young individuals, underscoring the importance of addressing "the thoughts, concerns, and ambitions of young individuals". There is an urgent need to enact policies that help young adults overcome barriers related to finding post-graduation employment, engaging in innovation and entrepreneurship, integrating into society, navigating romantic and marital complexities, caring for the aging population, and addressing educational issues concerning their children. Previously, scholars believed that high job satisfaction was a primary indicator of successful socialization (Taris et al., 1992). Youth represent the primary labor force, are the driving force behind national economic development, and are key contributors bearing significant family responsibilities. Securing employment stands as a pivotal challenge for young individuals (Zhang & Gong, 2022), and is seen as the key to addressing the problems faced by youth in the contemporary era.

The United Nations defines youth as those aged 15-24, the World Health Organization (WHO) as those aged 15-44, and the United Nations Educational, Scientific and Cultural Organization (UNESCO) as those aged 14-34. Different countries and regions may have significant differences in their definitions of youth. In China's Mid-to-Long Term Youth Development Plan (2016-2025), youth is defined as individuals aged 14-35 years old. This research focuses on the demographic aged 18 to 35 years, which includes individuals who have completed basic education and are engaged in non-agricultural occupations. Youth job satisfaction is an overall perception, generally reflecting a positive

response to the job, work environment, and work experience. It can be measured by an individual's satisfaction with job-related indicators such as income, working hours, personal development, and work environment, which are associated with employment quality.

Scholars have found that working more than 9 hours reduces workers' job satisfaction, and these reductions are even greater among those working more than 12 hours (Zheng et al., 2023). The balance between work and personal life is a critical source of happiness. If overtime work is compensated with time off, it can ensure that young individuals have a certain amount of leisure time to immerse themselves in their personal lives. Although there has been extensive research on the impact of overtime on job satisfaction, there has been relatively little consideration given to the variable of time off. Therefore, this study primarily focuses on how the utilization of working hours and leisure time, influenced by overtime and time off, respectively, affects the job satisfaction of young people, and explores the moderating effect of different leisure activities.

This research is divided into four main chapters: the first chapter begins by reviewing the academic literature on youth job satisfaction to articulate the research question. Subsequently, the second chapter, through a thorough theoretical analysis, the study constructs research hypotheses that can be tested empirically to explore the relationship between variables. In the third chapter, the research employs the 2021 China General Social Survey (CGSS) data, which is a nationwide, comprehensive, and continuous large-scale social survey project conducted in China, covering multiple domains including personal basic information, economic status, social attitudes, social relationships, and health status. The database generated by the CGSS is of significant reference value for studying social issues and formulating related policies in Chinese society. Finally, the fourth chapter concludes by reviewing the current study and then outlines future prospects and directions for further research.

2. Literature review and problem statement

2.1 Review of research on job satisfaction of youth in the contemporary era

Academic research on youth job satisfaction primarily encompasses the following representative perspectives: First, the impact on youth job satisfaction varies across different occupational types. For instance, for young editors, professional identity plays a significant role in their job satisfaction (Zhou & Xu, 2017); Similarly, young teachers with different emotional regulation strategies exhibit varying levels of job satisfaction (Hong, Zhang, & Liu, 2023). Second, several studies have examined the influence of personal attributes on youth job satisfaction, including individual vocational skills, person-job fit, and psychological capital. For example, the increase in education among younger generations and the relative scarcity of qualified jobs available have led to the issue of over-education among young employees. There are negative correlations between over-education and job satisfaction (Peiró et al., 2010); Resiliency of self-efficacy showed the most big size of positive total effect to worker's job-satisfaction, followed by job-performance and emotional support (Young et al., 2014); Additionally, some scholars argue that higher levels of psychological capital, including self-confidence, hope, resilience, and optimism, are positively correlated with job satisfaction (Tran & Hong, 2024). Third, The measurement of youth job satisfaction is approached from the angle of employment quality, which refers to the quality of employment conditions and relations. This approach employs secondary indicators such as employment stability, material rewards, workers' rights, and social protection, working times, employability opportunities, collective organization, and interpersonal power relations (Aerden et al, 2016). Some scholars also consider job satisfaction as a subjective indicator for measuring employment quality (Clark, 2015) or as a mediating variable in the influence of employment quality on subjective well-being (Qing & Zheng, 2016).

2.2 Overtime work, and job satisfaction of youth in the contemporary era

The academic community widely acknowledges that the employment quality is a significant factor affecting the youth job satisfaction. It is commonly thought that an increase in income leads to higher

job satisfaction. Furthermore, research has shown that income gains from overtime work can also positively impact job satisfaction. So, how do wage income and overtime work affect job satisfaction? Scholars note that China's labor market, with its distinct state-owned and non-state-owned sectors, exhibits different effects of wage income and overtime work on youth job satisfaction. In state-owned enterprises, wage increases are more closely linked to job satisfaction, while in non-state-owned sectors, reduced overtime is more impactful. Additionally, overtime tends to negatively affect job satisfaction in both sectors (Wang & Fang, 2022). Some scholars have approached their research from the angles of turnover intention. The findings suggest that overtime, job stress, and workload explained the turnover intention of 77.6%, which indirectly reflects that overtime is a significant factor affecting job satisfaction (Junaidi et al., 2020). Furthermore, certain scholars propose that the level of job autonomy can act as a moderating factor in the relationship between working overtime and youth job satisfaction (Dong et al., 2023).

Every profession demands that its practitioners dedicate a certain amount of time to work. In the rapid development of modern society, the pace of work has significantly accelerated, profoundly impacting the work-life balance for young individuals. To make a living and achieve their career goals, young individuals often have to commit to more intense and demanding jobs. This trend has led to a general extension of working hours, which in turn has created a compression effect on personal leisure time. Leisure time is typically defined as the time remaining after subtracting work, unpaid household labor, and self-care obligations from one's total daily schedule (Haworth & Veal, 2004). For the young individuals, the scheduling of the work will determine how much time is available for leisure, and the content of the work may affect the amount and type of energies left over for leisure (Parker, 1976). If overtime is compensated with time off in lieu, it can somewhat ensure that young individuals have a certain amount of leisure time. Time off in lieu refers to not resting during the scheduled rest time and instead taking rest at another time. In this article, time off in lieu refers to the adjustment of employees' work and rest times according to special working hour systems. However, when studying the impact of overtime on the job satisfaction of youth, few scholars in the academic community have considered the variable of time off in lieu.

2.3 The utilization of leisure time and job satisfaction of youth in the contemporary era

Aristotle once said, "Happiness is only possible during leisure; the proper use of leisure is the foundation of a free life." Studies have shown that the impact of overtime on work efficiency is not entirely negative; for instance, controlling leisure time can influence work efficiency. Therefore, the utilization of leisure time may be a significant factor affecting the job satisfaction of youth. There is limited research in academia on the impact of leisure time utilization on job satisfaction. However, some scholars have investigated the relationship between overtime hours, leisure time, and the level of work recovery, which offers considerable reference value for this article. Analysis has been conducted on the relationship between overtime hours and work recovery from two perspectives: the emotional experience of work mastery and the control of leisure time. Leisure time control is regarded as a mediating variable that promotes the improvement of work recovery levels. However, when employees experience high levels of mastery, characterized by positive emotions from enjoying their work, the mediating effect of leisure time control on work recovery diminishes (Yan & Qi, 2022). This suggests that when employees experience positive emotions during work, it can be beneficial in enhancing their work performance. Additionally, scholars studying the factors that lead to employee turnover have found that organizational support and emotional support have a positive impact on increasing employee satisfaction. Then, does the emotional support that young individuals acquire through social interactions during their leisure time significantly affect their job satisfaction? There is a scarcity of academic research on this matter. Nevertheless, some scholars have noted that emotional support from fellow workers had a positive influence on the workers' resiliency of self-efficacy (Park & Lee, 2014).

Overall, the academic exploration of youth job satisfaction from the perspectives of work time and

leisure time remains inadequate in two key aspects: first, the research on the relationship between overtime and job satisfaction is not comprehensive. For instance, when examining the impact of overtime on job satisfaction, few scholars have considered the variable of compensatory time off. How exactly compensatory time off for overtime affects youth job satisfaction warrants further investigation. Second, there is a dearth of research on the mechanisms by which leisure time affects the job satisfaction of youth, such as whether the utilization of leisure time acts as a moderating factor in their job satisfaction.

Briefly, the research will have as its main objective to answer the following questions:

1. How does overtime work affect the job satisfaction of youth when considering the variable of compensatory time off?
2. Does the utilization of leisure time moderate the impact of overtime work on the job satisfaction of young individuals?

3. Theoretical analysis and research hypotheses

The desire for a better life among individuals encompasses not only high-quality material living but also the pursuit of enriching leisure activities and a profound spiritual life. Psychological issues such as youth involution are largely attributed to the pressure of inflexible time and the anxiety it engenders. Consequently, engaging in leisure activities to relax the mind and body, acquire new skills, and enhance endurance are crucial for youth in achieving a balanced work-life integration. Consequently, this study posits research hypotheses and establishes an analytical framework grounded in theories such as Work-Life Balance, Attention Restoration Theory, and Maslow's Hierarchy of Needs.

3.1 Work time, and job satisfaction of youth in the contemporary era

The theory of work-life balance posits that an individual's work and life needs are in a state of equilibrium (Brough et al., 2020). It emphasizes the pursuit of a work-life balance to enhance the quality of life and life satisfaction. The balance of work and life encompasses three primary components: equitable allocation of time between work and personal life, equivalent psychological investment in both work and personal life, and equivalent satisfaction with both work and personal life. In contemporary society, characterized by heightened work pressure, the youth of the contemporary era can fully participate in socializing, rest, and entertainment only when they have sufficient leisure time outside of work.

Therefore, we believe that overtime will reduce the job satisfaction of young people, and the different relationships between overtime and compensatory time off may have different effects on the job satisfaction of young people. Therefore, according to the relationship between overtime and time off in lieu, we categorize overtime behaviors into three types: overtime hours exceeding time off in lieu, overtime hours equal to time off in lieu, and overtime without time off in lieu. Thus, we propose the following hypothesis:

H1: Overtime behavior negatively affects the job satisfaction of youth in the contemporary era.

H1a: Overtime hours exceeding time off in lieu negatively impact the job satisfaction of youth in the contemporary era.

H1b: Overtime hours equal to compensatory time negatively affect the job satisfaction of youth in the contemporary era.

H1c: Overtime without compensatory time negatively affects the job satisfaction of youth in the contemporary era.

3.2 Utilization of leisure time and job satisfaction of youth in the contemporary era

3.2.1 Attention restoration theory

The Attention Restoration Theory posits that in certain environments, if the objects of attention are not sufficiently engaging, deliberate attention becomes necessary. Prolonged use of psychological resources can lead to mental fatigue, which in turn reduces problem-solving abilities and increases

irritability, as well as the likelihood of making mistakes. However, in restorative environments, where the objects of attention are inherently engaging, attention tends to be more effortless. Consequently, restorative environments are conducive to reducing fatigue (Kaplan & Kaplan, 1989). According to the Attention Restoration Theory, extended overtime can result in fatigue of the attention span among young individuals, hindering their ability to focus on work and subsequently diminishing job satisfaction. Engagement in restorative activities, such as social interactions with family and friends or self-care and relaxation, can alleviate work dissatisfaction among young individuals.

3.2.2 Hierarchy of needs theory

Maslow's hierarchy of needs categorizes human needs into five levels of increasing importance: the first level comprises physiological needs, such as clothing, food, shelter, and transportation; the second level involves safety needs, including personal safety and job security; the third level is characterized by love and belonging needs, such as friendships and emotional connections; the fourth level encompasses esteem needs, involving respect, authority, and status; and the fifth level is composed of self-actualization needs, such as a sense of competence and accomplishment. People generally follow this "ladder" of needs, moving from lower to higher levels in their pursuit of satisfaction (Hu, 2000). The developmental environment of young individuals in the contemporary era is more conducive than that of their parents, and their basic lower-level needs are largely fulfilled. Consequently, they are more likely to seek the expression of their individuality and the realization of their self-worth. Therefore, to fully invigorate the employment dynamism of young laborers in the contemporary era and enhance their job satisfaction, it is necessary to consider dimensions such as emotional belonging and self-actualization. According to Maslow's hierarchy of needs, engaging in high-quality social interactions and learning new skills during leisure time can contribute to improving the job satisfaction of young individuals.

In summary, it can be assumed that young individuals' job satisfaction will be enhanced through the acquisition of skills, engagement in social interactions, and relaxation during leisure time. Consequently, several hypotheses are proposed:

H2: The frequency of social interactions during leisure time has a positive impact on the job satisfaction of youth in the contemporary era.

H3: The frequency of skill learning during leisure time has a positive impact the job satisfaction of youth in the contemporary era.

H4: The frequency of leisure relaxation during leisure time has a positive impact the job satisfaction of youth in the contemporary era.

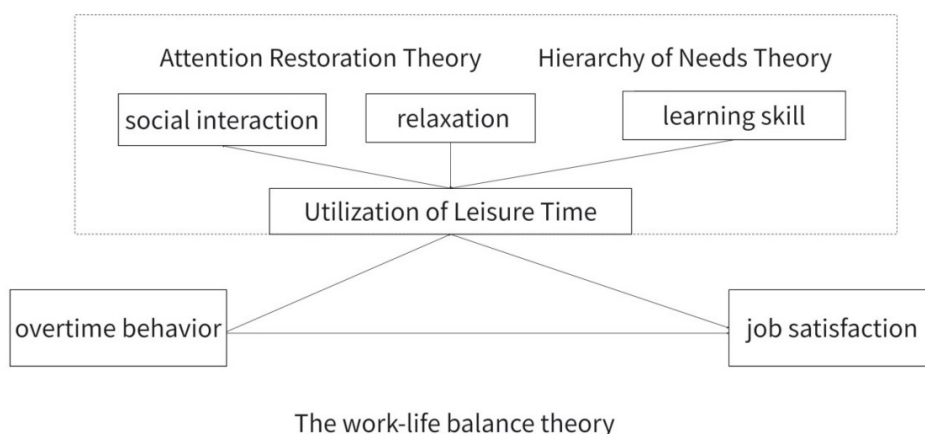


Figure 1 Theoretical model construction

4. Sample source and composition

This study has conducted a systematic analysis of the CGSS2021 data. Firstly, the youth sample was filtered. Data of individuals not within the youth age range and those who are students were removed from the survey data, leaving only non-student samples aged 18 to 35 years. Secondly, missing values and outliers in relevant variables were removed. After this data cleaning process, a total of 594 valid samples were obtained, covering a diverse range of youth demographics across different age groups, health statuses, and educational levels. The demographic characteristics of the sample are presented in Table 1.

Table 1 Demographic characteristics of the sample ($n=594$)

Characteristic Value	Category	Sample Number (persons)	Effective Percentage (%)
Gender	Male	291	49.0%
	Female	303	51.0%
Age	18-22 years old	39	6.6%
	23-27 years old	206	35.0%
	28-32 years old	223	37.9%
	33-35 years old	120	20.4%
Education Level	Primary school or below	17	2.9%
	Junior high school	95	16.0%
	High school/vocational school/technical school	110	18.5%
	Junior college	113	19.0%
	Bachelor's degree	223	37.5%
	Graduate or above	36	6.1%
Household Registration Nature	Agricultural household registration	278	46.8%
	Non-agricultural household registration	185	31.1%
	Resident household registration	131	22.1%
Health Condition	Unhealthy	16	2.7%
	General	114	19.2%
	Healthy	464	78.1%
Marital Status	Married	307	51.7%
	Unmarried	287	48.3%
Religious Beliefs	No religious beliefs	562	94.6%
	With religious beliefs	32	5.4%
Nature of Work Unit	state-owned sector	118	19.9%
	non-state sector	476	80.1%
Political Status	Masses	427	71.9%
	League members	96	16.2%
	CPC members	71	12.0%
Ethnicity	Han nationality	553	93.1%
	Minorities	41	6.9%

5. Variable settings and statistical models

5.1 Variables

The dependent variable in this study is job satisfaction. The survey question used to measure this is: "Overall, how satisfied are you with your current job?" The responses are categorized into five levels: extremely dissatisfied, dissatisfied, neutral, relatively satisfied, and extremely satisfied, which are then coded as 1, 2, 3, 4, and 5, respectively. These responses are treated as a continuous variable for analysis. Descriptive statistical analysis reveals that young people have a relatively high level of job satisfaction, with an average score of 3.56, indicating a neutral level of satisfaction.

Table 2 Descriptive statistics of the explained variable

Job Satisfaction	Number of Samples (people)	Percentage (%)
Very Dissatisfied	13	1.9%
Dissatisfied	49	7.2%
General	219	32.1%
Quite Satisfied	341	49.9%
Very Satisfied	61	8.9%

The independent variables is overtime work. It is worth noting that we place work time within the framework of employment quality indicators. Under the control of other indicators of employment quality, we explore the impact of overtime work on job satisfaction. The employment quality indicators include the relative stability of job nature, the relative reasonableness of work compensation, the relative perfection of labor conditions, the relative soundness of social protection, and the relative freedom of work decision-making space (Chen & Zhou, 2014). Therefore, we measure employment quality using five dimensions: annual income (a continuous variable), overtime behavior (a categorical variable), employment contract (a categorical variable), commuting time (a continuous variable), and social security contributions (a categorical variable).

The moderating variables is the utilization of leisure time. Based on the Attention Restoration Theory and Maslow's Hierarchy of Needs, we regard the options of "social interactions", "rest and relaxation", and "learning skill" from the question "In the past year, have you frequently engaged in the following activities during your leisure time?" in the questionnaire as the variable for "utilization of leisure time". The responses to these questions are "never", "rarely", "sometimes", "often", and "very frequently", and thus are coded from 1 to 5.

Table 3 Independent variable measurement items and data processing

Variable		Measurement Items	Data Processing
Independent Variables	Employment Quality	What was your total annual income for the whole of last year (2020)?	Raw data, excluding missing values
		Did you work overtime in the past week?	Raw data, excluding missing values
		Have you signed a written labor contract with your employer or employer?	Raw data, excluding missing values
		Are you currently participating in the following social security projects?	Raw data, excluding missing values
		How long is your commute time (one way) from home (or place of residence) to your workplace?	Raw data, excluding missing values
Moderating variable	Leisure Time Utilization	In the past year, have you often engaged in social interaction during your free time?	Raw data, excluding missing values
		In the past year, have you often rested and relaxed during your free time?	Raw data, excluding missing values
		In the past year, have you often learned skills during your free time?	Raw data, excluding missing values

The control variables in this study encompass ten categories: gender (a binary variable), age (a continuous variable), educational attainment (a categorical variable), household registration status (a binary variable), marital status (a binary variable, with those married categorized as married and the others as unmarried), religious belief (a binary variable), health status (a categorical variable, categorized as unhealthy/average/healthy), nature of work unit (a binary variable, with government agencies/public institutions categorized as institutionalized and the rest as non-institutionalized), political status (a categorical variable, categorized as the general public/Youth League members/Communist Party members), and ethnicity (a binary variable, Han/minority). The descriptive statistics

of these variables are presented in Table 4.

Table 4 Variable definitions and descriptive statistics

Variable		Definition	Number of Cases
Dependent Variable	Job Satisfaction	Very dissatisfied=1, not very satisfied=2, general=3, quite satisfied=4, very satisfied=5	594
Control Variables	Gender	Male=1, Female=2	594
	Age	Continuous variable	594
	Education Level	Primary school and below=1, Junior high school=1, High school/vocational school/technical school=2, Junior college=3, Bachelor's degree=4, Graduate and above=5	594
	Household Registration Nature	Agricultural household=1, Non-agricultural household=2, Resident household=3	594
	Health Condition	Unhealthy=1, General=2, Healthy=3	594
	Marital Status	Unmarried=1, Married=2	594
	Religious Belief	No religious belief=1, Religious belief=0	594
	Nature of Work Unit	Within the system=1, Outside the system=2	594
	Political Status	Masses=1, Member of the Communist Youth League=2, CPC member=3	594
	Ethnicity	Han=1, Minority=2	594
	Commuting Time	Continuous variable	594
	Social Security Payment	Pay both social insurances=2, Pay only one=1, No social insurance paid=0	594
	Overtime Situation	Overtime time greater than compensatory time off=1, Overtime time equal to compensatory time off=2, Overtime without compensatory time off=3, No overtime=4	594
	Income	Continuous variable	594
	Contract Signing	No labor contract signed=1, Labor contract signed=2	594
Explanatory Variables	Social Interaction	Continuous variable	594
	Rest and Relaxation	Continuous variable	594
	Learning Skills	Continuous variable	594

5.2 Statistical model

Youth job satisfaction is an ordinal variable with multiple categories, encompassing five levels: very dissatisfied, dissatisfied, neutral, quite satisfied, and very satisfied. Consequently, the study employs a multiple ordered logistic regression model. The ordered logistic regression model for the influencing factors of youth job satisfaction is represented by the following functional form:

$$\ln \left[\frac{p(y \geq j)}{1 - p(y \geq j)} \right] = a_j + \sum_{i=1}^i (b_i x_i)$$

In the formula, p represents the cumulative probability of category j and above: the calculation formula is:

$$p(y \geq j) = \frac{e^{a_j + \sum_{i=1}^i (b_i x_i)}}{1 + e^{a_j + \sum_{i=1}^i (b_i x_i)}}$$

where y represents the explained variable, that is the job satisfaction of youth level, j represents the five levels of youth job satisfaction, $j=1,2,3,4,5$; x_i represents the factor affecting the job satisfaction of youth, $i=1,2,3...k$; b_i is the partial regression coefficient, a_j represents the intercept term, e is the natural logarithm, taking 2.718.

6. Statistical results

Next, we proceed to conduct a multiple ordered logistic regression analysis to examine the factors influencing the job satisfaction of youth in the contemporary era. The statistical results are summarized in Table 5.

Table 5 Youth job satisfaction multivariate ordered logistic regression analysis results: CGSS2021

Variable			Model 1		Model 2	
			Coeffi- cients	Wald value	Coeffi- cients	Wald value
Employment Quality	Overtime (reference to no overtime)	Overtime time greater than compensatory time	-0.315	1.091	-0.338	1.247
		Overtime time equal to compensatory time	-0.016	0.003	-0.026	0.008
		Overtime without compensatory time	-1.014***	26.662	-0.986***	25.402
	Income (Reference to not signing a labor contract)	Income	0.006***	2.325	0.005***	2.296
		Signing a labor contract	0.491	5.972	0.469	5.384
		Commuting Time	-0.001	0.415	-0.001	0.482
	(Reference to not payingfor social security at all)	Paying for both social security items	0.644	1.711	0.628	1.659
		Paying for one of the social security items	0.791	2.592	0.780	0.506
Leisure Time Utilization	Emotional Support	Social Interaction			0.221***	4.558
	Social Interaction	Rest and Relaxation			0.181**	3.968
	Learning Skills	Learning Skills			-0.042	0.197
Control Variables	Gender (reference to female)	Male	-0.354**	4.504	-0.355**	4.554
	Health Condition (reference to healthy)	Unhealthy	-1.189**	5.980	-1.129***	5.321
		Average	-0.326**	2.553	-0.237**	1.318
	Other Variables		Controlled (not significant)		Controlled (not significant)	
-2 Log-Likelihood			1419.566		1419.566	
Chi-Square Test Value			2397.976		2412.489	
Cox & snell R2			0.131		0.147	
Nagelkerke R2			0.145		0.162	

Note: The models in the table use ordered logistic regression, with dissatisfaction as the reference category.

*** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$ (two-tailed test)

From the results of the multiple ordered logistic regression analysis presented in Table 5, several key findings emerge:

Firstly, from the perspective of control variables, gender and health status both have a significant impact on job satisfaction among youth in Model 1 and Model 2. This indicates that, when controlling for other variables, women have a higher likelihood of higher job satisfaction compared to men; health status significantly affects job satisfaction among youth, suggesting that, when controlling for other variables, respondents who are unhealthy or in fair health have a lower likelihood of high job satisfaction compared to those in good health. This reflects that in recent years, health status is increasingly becoming an important factor influencing the job satisfaction of youth in the contemporary era.

Secondly, in terms of overtime work behavior, it has a significant negative impact on job satisfaction among youth in both Model 1 and Model 2. Specifically, when controlling for other variables, overtime hours exceeding compensatory time off and overtime hours equal to compensatory time off do not have a significant negative impact on job satisfaction among youth, so hypotheses H1a and H1b are not supported. However, working overtime without compensatory time off has a very significant impact on job satisfaction among youth, so hypothesis H1c is supported. This suggests that, when controlling for other variables, especially income, overtime behavior as long as there is compensatory time off, which will not have a significant negative impact on job satisfaction among youth. Additionally, it can be observed that, when controlling for other variables, low income has a negative impact on job satisfaction among youth, indicating that certain objective indicators of employment quality can affect job satisfaction among young people. Overall, high-quality employment can provide a considerable income and ample leisure time, allowing young people to meet their basic living needs and lay the foundation for future development.

Thirdly, from the perspective of leisure time utilization, the variables of social interaction and rest and relaxation in Model 2 have a significant impact on job satisfaction among youth. This indicates that, when other variables are controlled, the more frequent the occurrences of social interaction and rest and relaxation during leisure time, the higher the likelihood of high job satisfaction among youth. This confirms hypothesis H2, which states that a high frequency of social interaction during leisure time positively affects job satisfaction among youth in the new era, and hypothesis H3, which states that a high frequency of rest and relaxation during leisure time positively affects job satisfaction among youth in the new era. The emotional support gained through social interaction serves as an important means to alleviate psychological discomfort and enhance the ability to adapt to life. Similarly, having ample time for rest and relaxation outside of work can also increase job satisfaction among youth in the new era. However, when controlling for other variables, learning skills during leisure time have a negative but not significant impact on job satisfaction among new era youth, leading to the rejection of hypothesis H4. This means that the positive impact of learning skills during leisure time on job satisfaction among youth cannot be verified.

Fourthly, when comparing the two models, after adding the variables of social interaction, rest and relaxation, and skill learning to Model 1, the standardized ordinal logistic regression coefficients of variables such as income, overtime work, and health status in Model 2 have decreased. This indicates that the job satisfaction of youth is not only influenced by overtime behavior but also moderated by the utilization of leisure time, particularly a good network of social interactions and more opportunities for rest and relaxation, which can alleviate job dissatisfaction among youth.

For the youth of the new era, the problems and challenges they face at work are often closely related to career growth, interpersonal communication, and work stress. As this generation of young people places greater emphasis on personal development and the realization of self-worth, reducing overtime or at least ensuring a balance between overtime and compensatory time off is key to giving them ample leisure time for social interaction and relaxation. Such balance is instrumental in enhancing their job satisfaction.

7. Conclusion and discussion

"The yearning of the people for a better life is our goal." The youth of the new era should have better jobs, families, and lives than their predecessors. They deserve a more beautiful life. However, amidst the unprecedented changes of the century, as the youth of the new era take on important family and societal responsibilities, they find that the economy is no longer growing at the same rapid pace, and many industries are facing a shrinkage of job positions and a general decline in wages. Meanwhile, the demand for high-quality development has set higher standards for the skill level of the younger generation. In short, both job opportunities and income levels have become more challenging. Furthermore, with the arrival of the demographic turning point and the aging society, the youth are not only faced with a heavier macro burden but also bear the inescapable historical responsibility of the transformation and breakthrough of the national economy and society.

This research delves into the impact of overtime work and how youth utilize their leisure time on job satisfaction, drawing the following conclusions: Overtime work has a negative impact on youth job satisfaction, but the implementation of a compensatory rest system can significantly mitigate this effect. This indicates that ensuring leisure time is crucial for enhancing the job satisfaction of youth in the new era. Therefore, companies should promote a reasonable work and vacation system to ensure that employees have ample time to rest, such as adopting flexible work arrangements and remote work, to help young people better balance work and personal life. Additionally, social interaction and relaxation during leisure time both contribute to increasing job satisfaction among youth. This not only confirms the importance of rest and relaxation as a means of stress relief but also highlights the role of emotional support gained through social interaction during leisure time in alleviating work stress for youth. To this end, a variety of leisure and cultural resources should be provided to young people, such as libraries, museums, and art exhibitions, to enrich their leisure life, and they should be encouraged to establish and maintain social networks, forming a social support system that includes friends, family, and colleagues, to receive support and encouragement in the face of work challenges. The contribution of this paper lies in considering the factor of compensatory rest and deeply analyzing the impact of leisure time on youth job satisfaction, as well as exploring how youth utilize their leisure time to regulate their job satisfaction. In particular, the paper identifies the positive role of emotional support outside of work settings in enhancing youth job satisfaction. However, a limitation of this paper is that, due to data constraints, the indicators for "leisure time utilization" may not be comprehensive enough. Furthermore, the impact mechanism and effects of social support, especially in work and non-work contexts, on youth job satisfaction warrant further in-depth investigation.

No historical issue of an era can be resolved through individual efforts alone. The employment issue faced by youth is not only a personal challenge but also a societal one. The nation and society need to offer the youth group more care and support from the strategic perspective of heritage and development. In terms of employment policy, income distribution, and work hours, there is an urgent need to provide more tangible social support to the youth of the new era, to enhance their job satisfaction and better harness their role as a dynamic force in society. In summary, effectively improving the job satisfaction of the youth in the new era is of great significance for the development of enterprises, society, and the nation. It is not only about the livelihood and development of individuals but also a driving force for the progress of the entire society.

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