

Study of Working Intention on Overseas State-Aided Construction Projects under the Policy of One Belt One Road for Beijing Stated-Owned Enterprises

Junhao Chen

North Bangkok University, Bangkok 10220, Sai Mai

Abstract: This research studies the working intention of the employee from Beijing Stated-Owned Enterprises with their attitudes toward the working condition in an overseas state-aided construction project. With the Belt and Road initiative reflecting China's economic, political, and strategic advantages overseas, the development of infrastructure connectivity becomes inevitable. The three research objectives are: to analyze the influence mechanism of the willingness to continue working overseas of the staff of the current state-aided construction projects; to explore the relationship between policy, overseas mission, work responsibility, culture, workers compensation, and policy; to suggest a better approach in enhancing the overseas working conditions.

Keywords: Working Intention; Overseas State-Aided Construction Project; One Belt One Road

1. Introduction

The proposal of the "One Belt, One Road" strategy has accelerated the exchanges between my country's international engineering contracting enterprises and the countries along the "One Belt One Road" in energy resources, engineering construction, and other fields. The proposal of the "One Belt, One Road" strategy not only points out a new direction for my country's international engineering contracting enterprises but is also an important strategic deployment for large-scale neighboring diplomacy in the new era. The construction of infrastructure meets the requirements of my country's "One Belt One Road" strategy and meets the needs of the international engineering market, so it can significantly promote my country's global engineering. The rapid development of contracting enterprises. State-aided construction projects have also developed rapidly under the background of "One Belt, One Road." Employees of relevant state-owned enterprises are also sent to work in various world regions. The relatively stable staffing of overseas projects will naturally form a kind of accumulation in work. On the contrary, it is difficult to have such expansion due to the high turnover of personnel. Suppose subsequent employees cannot meet the requirements of job continuity. In that case, there may be a talent gap, which reduces the efficiency of overseas projects and will even affect the stable development of overseas projects.

2. Theoretical Basis

2.1 Theoretical Significance and Value

Satisfaction is a relative concept, and employee satisfaction is based on the gap between employees' actual and expected needs. Therefore, employee satisfaction is closely related to motivation, conditions, and incentives. Maslow's Hierarchy of Needs Theory, Herzberg's Two-Factor Theory, Froome's Expectation Theory, and some other related theories have all been explained and predicted by us. Employee satisfaction provides a lot of theoretical bases and empirical evidence for the research on employee satisfaction.

2.2 Practical meaning and value

In recent years, China's increasing global involvement has been a source of endless controversy. While public attention is often focused on geopolitical, economic, and environmental issues, labor plays a significant role in the emerging narrative surrounding the "ghost of global China." In recent years, China's increasing global involvement has been a source of endless controversy. While public attention is often focused on geopolitical, economic, and even environmental issues, labor plays a significant role in the emerging narrative surrounding the development of overseas financial strategies.

3. Understanding the Working Intention on Overseas State-Aided Construction Projects under the Policy of One Belt One Road for Beijing Stated-Owned Enterprises

3.1 Research on employee job satisfaction

Kurdi: et al. (2020)^[1] showed employee satisfaction is an individual's experience perception influenced by many subjective and objective factors. For an individual employee, different corporate environments will produce different job satisfaction; conversely, for the same corporate environment, different employees will also have different job satisfaction due to differences in their conditions. Based on the complexity affecting employee satisfaction, scholars have extensively explored it.

3.2 Two-factor theory

Alshmemri: et al. (2017)^[2] studied based on Herzberg's two-factor theory showing that factors considered to affect job satisfaction include: physical environment factors, social factors, and personal psychological factors. Among them, physical environmental factors include workplace conditions, environment, and facilities; individual psychological factors include views on the meaning of the job, attitudes, and the type and style of leadership.

3.3 Expectancy theory

Parijat; & Bagga.(2014)^[3] explored that individuals know that their extra performance is recognized and rewarded. They are motivated to perform. Therefore, companies using performance pay can expect improvements. Performance-based compensation can link rewards to the number of products an employee produces.

3.4 Job satisfaction theory

Dou: et al. (2018)^[4] defined job satisfaction as to how employees are satisfied with their jobs. This goes beyond their day-to-day responsibilities, including satisfaction with team members/managers, organizational policies, and the impact of their work on employees' personal lives.

4. The Conceptual Framework for the Research Study

4.1 Research on participation in international opportunities

The benefits of international experience have been well researched and can be understood from the development of intercultural skills. These include cognitive, emotional, and behavioral skills that support effective and appropriate interactions in various cultural contexts. The most well-established of the Developmental Model of Intercultural Sensitivity (DMIS) by Bennet: et al. (2003)^[5], which explains how intercultural skills development and provides a measure of intercultural competence.

4.2 Research on working intention

Perceived work conditions can lead to various adverse outcomes of employee behavior, including turnover intentions. The role of meaning at work as a psychological resource for employees facing adverse working conditions is discussed, particularly concerning its implications for research and practice in organizational settings.

5. The Working Intention on Overseas State-Aided Construction Projects under the Policy of One Belt One Road for Beijing Stated-Owned Enterprises

5.1 Job satisfaction

Job satisfaction is an employee's feelings and perceptions of their job and how they feel in the organization. It indicates the level of positive or negative emotions employees have about their work and organizational behaviors that they try to improve.

5.2 Job responsibility

Job responsibilities refer to the responsibilities and tasks of their specific role. This is sometimes called a job description. A function, however, refers to a person's place in a team. The individual parts that make up a team vary by organization or business.

5.3 Job retention

Employee retention is an organization's ability to prevent employee turnover or the number of people who leave voluntarily or involuntarily over a certain period of time.

6. Conclusion

Enterprises focus on examining professional skills and previous work experience and offer scientific evaluation of crucial competencies such as environmental adaptability, cross-cultural interpersonal skills, and cross-cultural communication skills, and fail to fully consider employees' wishes, family influences, and career interests. The company should also improve systematic training for expatriate employees and conduct short-term and straightforward instructional training before going abroad, ignoring the dynamic movement when working overseas and the training before returning to China, resulting in the training work not achieving good results. The offer of continuous and effective performance evaluation keeps employees within the organizational performance index. The enterprise project department also has specific assessments. It needs to provide performance-based assessment, comprehensiveness and systematicness, and control of expatriate employees under the realization of corporate strategic goals. Last, career development should be another driving force in ensuring that overseas employees enjoy the best job satisfaction possible.

References:

- [1] Kurdi, B. et al. (2020). The impact of employee satisfaction on customer satisfaction: Theoretical and empirical underpinning. *Management Science Letters*. Vol 10, p.3561-3570.
- [2] Alshmemri, M. et al. (2017). Herzberg's Two-Factor Theory. *Life Science Journal*, Vol 14, p.12-16.
- [3] Parijat, P. and Bagga, S. (2014). Victor Vroom's Expectancy Theory of Motivation – An Evaluation. *International Research Journal of Business and Management*. Vol 7, p.1-8.
- [4] Dou, K. et al. (2018). Why and when does job satisfaction promote unethical pro-organizational behaviours? Testing a moderated mediation model. *International Journal of Psychology*. Vol 54 Issue 6, p.766-774.
- [5] Bennett, M. et al. (2003). Measuring intercultural sensitivity: The intercultural development inventory. *International Journal of Intercultural Relations*. Vol 27 Issue 4, p. 421-443.