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## **UHK Business** chool Research eople Switch **obs More** requently Than thers

Marketwired 2017年8月2日

HONG KONG, CHINA--(Marketwired - Aug 1, 2017) - This article was 股價查詢 first published in the China Business Knowledge (CBK) website by CUHK Business School: https://goo.gl/HwWXBS. According to the eveals Why Some data from the National Longitudinal Surveys of Youth, it is possible that some people have worked in more than 10 jobs in a lifetime. In the study highlight posted by the US Bureau of Labour Statistics (LBS), "on average, from age 18 to age 48, American men held 11.8 jobs and women held 11.5 jobs."

> What is interesting is also the fact that the younger generation are more likely to change jobs than their older counterparts, as the report reveals that "men held 5.7 jobs from age 18 to age 24, compared with 2.4 jobs from age 40 to age 48."

While some of us are happy to stay in our jobs for life, others find it hard to stick to even one. So what makes us feel satisfied with our jobs and stay on while others feel the opposite? Is it the environment or it is us?

Research by Wendong Li, assistant professor of the Department of Management at the Chinese University of Hong Kong (CUHK) Business School has shed light on the interplay of genetic (i.e., the person) and work environment and how they influence the relationship we have with our job.

## The Indispensable Role of Genetic Influences on Job Characteristics

"Traditionally, people believe that it is primarily the work environment, 其他內容 such as managers and organizations, which influences our job characteristics, such as the tasks we perform and the amount of autonomy we have at work," says Prof. Li.

"But accumulating research on person-environment fit has revealed the indispensable role of the person in influencing individuals' job characteristics," he says.

Prof. Li has been participating in extensive research in the genetic influence on work behavior. Earlier, his study has revealed how the dopamine transporter gene DAT1 contributes to the emergence of leadership in a person.

"People are not randomly assigned to work environments; instead, they select themselves, and/or are selected into compatible work environments to garner the optimal level of person-environment fit," he says.

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We can all relate to the fact that when looking for a job, apart from **侵金會效應** 新加坡變身亞洲瑞士? considering the salary and perks, we would also consider whether the 中環街市 job nature suits our personality.

"This is a form of manifestation that genetic factors shape our work attitudes and behaviors," he says.

However, it doesn't mean the environment plays no part at all. While the role of genetic influences is indispensable, environmental factors still play a role in affecting work characteristics.

Another study examined how a dopamine genetic marker, DRD4 7 Repeat allele, interacted with early life environmental factors (i.e., family socioeconomic status and neighborhood poverty) to influence job change frequency in adulthood. The gene is closely related to human motivation, reward, and self-regulation, which in turn may affect educational achievement and job changes.

"In our findings, higher family socioeconomic status was associated with higher educational achievement, resulting in higher frequency of voluntary job changes and lower frequency of involuntary job changes; such relationships were stronger (i.e., more positive or negative) for individuals with more DRD4 7R alleles.

"The results also told us the importance of providing a supportive environment to children and adolescents, which will have a positive influence not only on their immediate education outcomes but also on their long-term careers later in life."

## The Stability of Genetic and Environmental Influences Over Time

Normally, we would think our genetic makeup doesn't change that much over time, therefore genetic influences on job satisfaction are also supposed to be relatively stable.

However, in his recent research entitled "Are Genetic and Environmental Influences on Job Satisfaction Stable Over Time? A Three-Wave Longitudinal Twin Study", the results show otherwise.

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