

Working Environment, Relative Deprivation and Job Burnout of Migrant Workers

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Abstract: Through analyzing the questionnaire data on migrant workers in 2012, the author compares the difference of job burnout between migrant workers and white-collar workers, and discusses the influencing factors of job burnout from three dimensions: the generation, the work environment and relative deprivation. The study found that compared with white-collar workers, migrant workers have more cynical mood; generations have a big difference and the new generation is higher than the older generation; Work hours and work technical requirements of the work environment will enhance job burnout; job autonomy, interpersonal support, protection of the rights and interests of formal management system help to alleviate the negative symptom of individual experience in work; relative deprivation also enhances the job burnout. According to these findings, the author puts forward the prevention and intervention of job burnout among migrant workers.

Key words: migrant workers; job burnout; intergeneration; working environment; relative deprivation